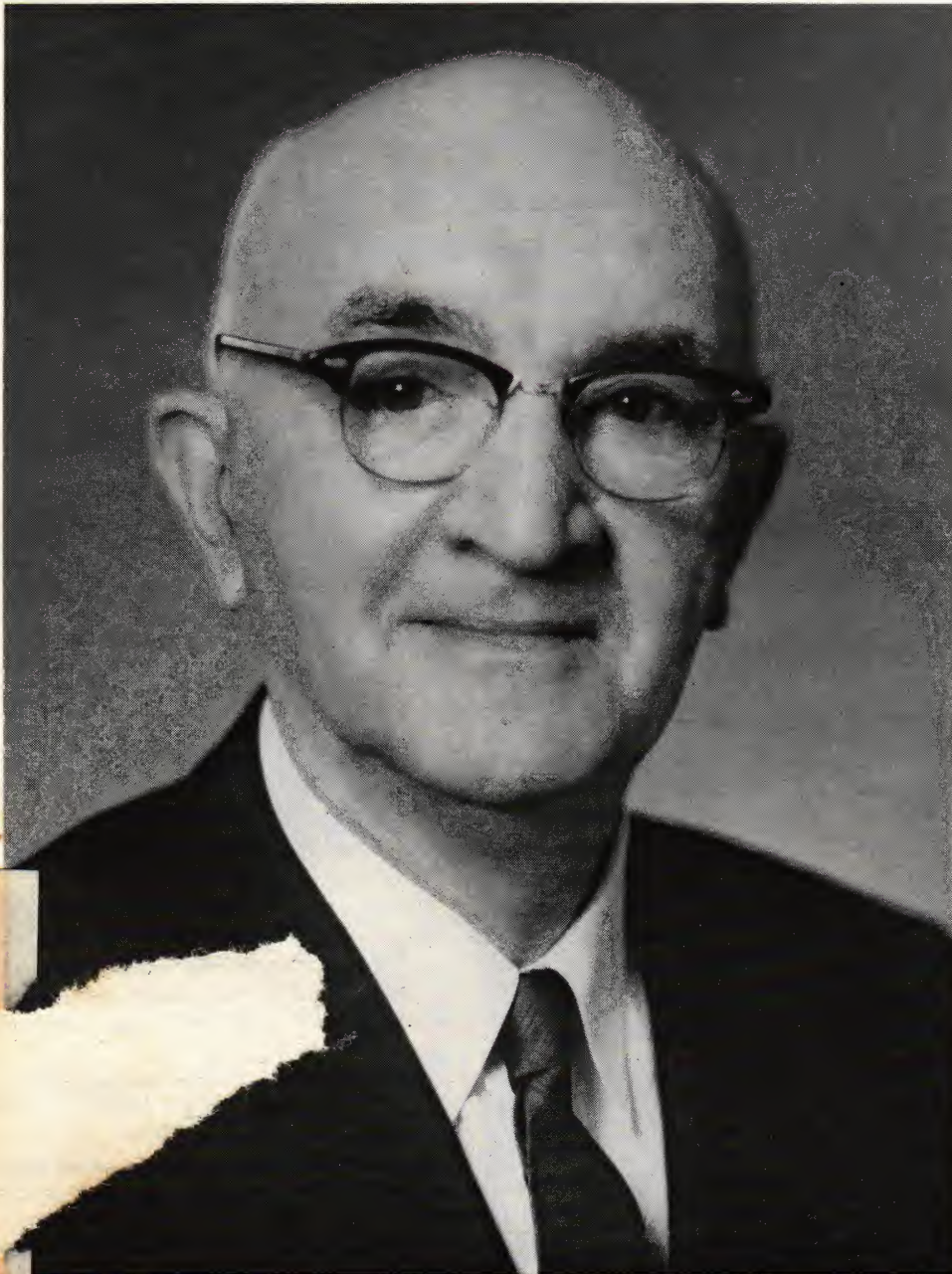
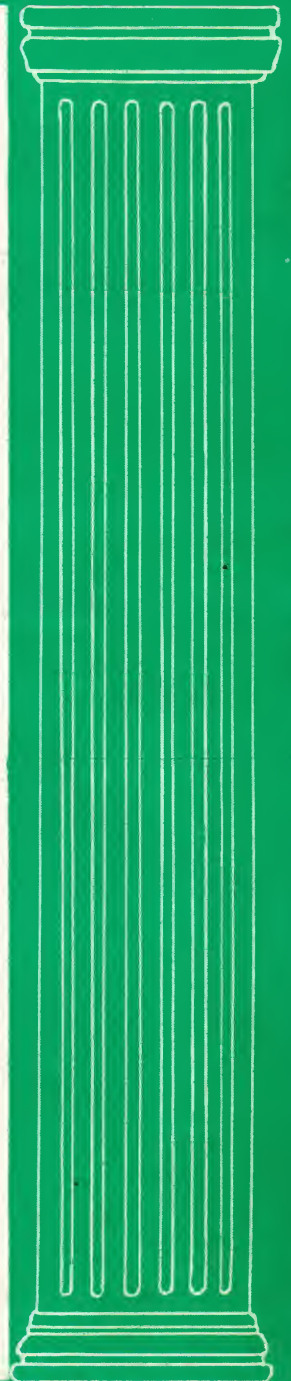


AUGUST, 1967

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE



General Secretary-Treasurer John F. English



English Endowment to Boston College ... see page 16



LABOR'S PLACE IN HISTORY

—The Juggling Act—

THERE IS a great deal of likeness between the worker and his paycheck and the juggler and his stage props. Keeping the act going without dropping a ball or a bowling pin to the floor requires a great deal of talent and practice, just as making the paycheck stretch to cover the family budget requires sound judgment and experience.

The latest announced cost-of-living index by the Bureau of Labor Statistics points out the workers' dilemma. Prices increased during June, 1967, on both retail and wholesale levels. The Consumer Price Index rose three-tenths of a point to 116 and stood 2.7 per cent above a year ago. Higher food prices mostly were responsible for the increases, although old reliables such as medical care—at a six-tenths boost for the month—went up, too.

The problem for the worker wouldn't be as great if he spent his earnings for luxury items, a new yacht, a winter home in warmer climes far away from his job, or for jewelry for his wife. He could, after all, forego purchase of such items if the price of them increased.

But food and medical care are basic needs which he cannot forego when their cost soars. He must feed his family, regardless of the rising costs of food, and when medical care is needed, it can't be put off. A consumer boycott against food and doctors' greed is not a practical thing.

In addition to the June cost-of-living increase, American working men and women found that there was a weakness in the workweek, which has dropped two-thirds of an hour since the first of the year and an hour and one-tenth since June, 1966.

The average gross paycheck reached a record high in June—\$101.88 for the average worker and \$113.81 for the factory production worker. In terms of buying power, however, the story was different. Buying power for the average worker was up over the month, but was below year-ago levels for the fifth consecutive month. While there has been a 4.3 percent boost in wages over the year, buying power for the worker with three dependents was down 44 cents.

The living cost hike which erodes paychecks was heaviest in meats and vegetables with livestock prices in wholesale markets rising about 11 per cent since April. Other boosts came in consumer services, including boosts in property taxes and insurance on homes—two other items which the wage earner cannot be without.

Somewhere in the middle of rising costs and loss of buying power, the working American finds he must spread his paycheck for the welfare of his family. Following the June cost-of-living announcement, he found that some items in the family budget were spread rather thin.

Of course, the old family savings account takes a beating. Monies which would have been put away to finance a child's college education, that cushion for a rainy day, and other items for which savings are acquired all suffered from the juggling act which the American worker went through with his last paycheck.

Yet, that's been the age-old story of labor's place in history, and it could get worse..

On the horizon are proposals for an increase in the federal income tax to finance the war in Vietnam and to finance the general welfare of the nation which spends billions on arms and war materials. Yet that nation finds precious little to help the impoverished to becoming taxpayers themselves and thus spreading the tax load a bit more evenly among all Americans.

The cost-of-living index has become another cross for the American worker to bear, and is it any wonder that he sometimes discouragingly resigns himself to the hopeless attitude that it will ever be thus.

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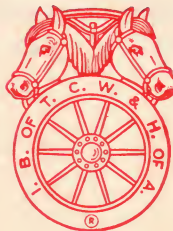
THE INTERNATIONAL Teamster DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington 1, D. C.

Volume No. 64, No. 8

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The International Teamster has an average monthly circulation of 1,506,608 and an estimated readership of 3,800,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

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From The

FIELD

Fire Department Honors Member

Art David Soto, a member of Teamster Local 70 in Oakland, Calif., recently was honored by the Hayward, Calif., fire department for his quick action in saving the life of an infant in a fire.

The home of a neighbor caught fire and while he was fighting the flames with a garden hose as someone else was calling the fire department, the woman of the home discovered that her 9-month-old son was inside the house.

Soto broke a window to gain entrance, groped through thick smoke to find the infant in a crib, and carried him to safety.

Soto has a knack for being in the right place at the right time. A few years ago, he saved his sister from drowning. Last year, he saw a man enter a store with a gun and alerted the manager in time for police to arrive and make an arrest.

Teamster Son Named 'Boy of the Year'

Michael E. Colombini, 16-year-old son of Dean A. Colombini, a member of Teamster Local 413 in Columbus, Ohio, recently was named "Boy of the Year" at the 18th annual awards banquet of the West Side unit of Boys' Clubs of Columbus.

Pittsburgh Officer Is Legion Commander

Robert L. Seery, recording secretary of Teamster Local 341 in Pittsburgh, Pa., recently was elected commander of American Legion Post No. 671 in the Spring Hill section of that city.

George J. Brunnick, also of Local 341 and a job steward, was elected as the Post chaplain.

Boston Local Officer Is Heart Victim

John J. McDonough, president of Teamster Local 829 in Boston, Mass., died recently following a heart attack.

McDonough had held office in Local 829 for 9 years. He was active in veterans' affairs in his home city of Cambridge, Mass.

Leader of Retirees Dies in Oregon

W. J. McDermott, president of Teamster Joint Council 37's Retired Member Assn. in Portland, Ore., died recently.

McDermott had led the association since its organization in 1963 with the assistance of the joint

council, and membership increased to more than 200 through the years.

Brewery Worker Becomes Doctor

Ralph Schultz, a member of Teamster Local 3 in New York City, is now Dr. Schultz, M.D.

Schultz started working as a brewer at the age of 19 in 1950. In 1952, he left for military service and 3 years later returned to work as a brewer at Schaefer Brewing Co., where he stayed until 1959. In that year, he made the big decision to resume his education with the goal of someday becoming a physician.

Just a few days ago, Schultz made the grade after 8 years of study.

Teamster Wife Aids Wreck Victims

Mrs. Roy Chapman, wife of a member of Teamster Local 71 in Charlotte, N.C., won recognition recently for her unselfish and courageous aid to the victims of an auto accident in Georgia.

Mrs. Chapman came upon a wreck scene and with another motorist waded through mud and water to get 4 trapped victims out of an overturned station wagon that had collided with a tractor trailer.

After getting the victims out of the vehicle, Mrs. Chapman and the other rescuer covered them and tried to make them as comfortable as possible until an ambulance arrived.

Business Agent Rescues Man in Hotel Fire

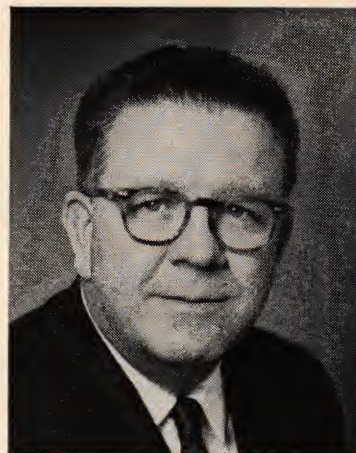
Dallas Craig, a business representative for Teamster Local 216 in San Francisco, had a narrow escape and saved another man's life in a New Orleans hotel fire recently.

Craig was in the Louisiana city for the recent National Pipe Line Conference as his local union's representative. He was awakened by smoke in his room and opened the door to find the hallway filled with dense smoke that cut off his escape.

Craig returned to his room, broke a window and climbed out on the roof of a wing of the hotel. He was joined there by another guest who was fleeing the fire.

The other man panicked and tried to return to his smoke-filled room. Craig forcibly restrained the man and carried him to safety when a fireman appeared to guide them on an escape route.

Message of the General Vice President



Making Collective Bargaining Work

NINETEEN Hundred and Sixty Seven is the 20th anniversary of the Taft-Hartley Act, the first of three measures by the Congress which eroded away the rights of labor, rights which were won with passage of the Wagner Act in the early days of the Administration of Franklin D. Roosevelt.

Following passage of Taft-Hartley came the infamous Landrum-Griffin Act which was billed as a labor reform law but was really anti-labor legislation which further stripped labor of its right to organize and bargain collectively.

Now in the present Congress comes passage of compulsory arbitration in the railroad dispute which sets a dangerous pattern for future assaults on the rights of labor.

One can go back to passage of Taft-Hartley, however, and find one part of the law which has truly worked for the good of free collective bargaining. That was the part of the act which separated the Federal Mediation and Conciliation Service from the Labor Department, and set it up as an independent agency of government to work for the successful settlement of labor disputes.

We in the Teamsters, looking to our experience in our recent National Master Freight negotiations, can say that if any government interference in collective bargaining is good, it is the effort of the Federal Mediation and Conciliation Service.

It was through the efforts of this agency's director, William E. Simkin, and the agency's disputes director, Walter A. Maggiolo, that reluctant employers were brought to the bargaining table, and kept there until our contract in freight was successfully worked out.

Although the country was greatly inconvenienced by an employer-lockout, that inconvenience, in no small measure, was wiped away by the efforts of the Federal Mediation and Conciliation Service.

This is in great contrast to the machinery under the Railway Labor Act, an archaic bureaucratic stumbling block to collective bargaining which encourages rail management to stall and wait for

panels to be formed to help management reach a cheaper settlement with unions.

Whether labor likes it or not, and by whatever name administration spokesmen choose to call it, compulsory arbitration is on the books. It is on the books because Congress has failed to do its homework. Congress has failed to look at free collective bargaining as it is encouraged by the Federal Mediation and Conciliation Service. Had the Congress chosen to research the matter, it would have found that this independent government agency every day since its inception has helped to settle labor disputes, has helped to make free collective bargaining work, and because it has been so successful its efforts have mainly gone unnoticed.

I am not so sure that the politicians are sincerely interested in preserving free collective bargaining. But if they are, they would do well to encourage the kind of government assistance in collective bargaining as represented by the efforts of the Federal Mediation and Conciliation Service.

Because this is one agency which dispels the need for anti-strike legislation, for compulsory arbitration. It is the one agency of government which encourages free collective bargaining because it acts as the proper catalyst to properly mix labor and management in good faith bargaining.

In the present anti-labor political atmosphere, we are not optimistic that the Congress will rework the archaic Railway Labor Act, or deviate from its present pattern toward compulsory arbitration. However, the facts are available for those who seek the truth, and the Federal Mediation and Conciliation Service is a model base from which the nation's legislators should work.

A handwritten signature in dark ink, reading "Frank C. Hoffmann".

STATE OF THE UNION

In Absecon, N.J.

General Executive Board Holds Regular Quarterly Meeting

The General Executive Board of the International Brotherhood of Teamsters held its regular quarterly meeting last month in Absecon, N.J., and attended to the regular housekeeping duties of the union.

Frank E. Fitzsimmons, general vice president, announced the appointment of two administrative aides. Named to the positions were Walter Shea of the Eastern Conference of Teamsters and Weldon Mathis, of Local 728, Atlanta, Georgia.

Shea, a general organizer, comes to the International Union after having specialized in freight on the staff of the Eastern Conference of Teamsters.

Mathis is president of Local 728, in Atlanta, is an organizer for the Southern Conference of Teamsters, and is a policy committee member of the Southern Conference.

In other action, the General Executive Board increased the James R.

Hoffa Scholarship awards from \$2000 for two years to \$1500 a year for four years. The scholarship fund was established at the 1966 convention by delegates in honor of Teamster General President James R. Hoffa.

The GEB also voted a \$5,000 grant to the Committee for Miners, a group which is handling the defense of Kentucky miners convicted in 1963 in a labor dispute with coal mine operators. The Committee is preparing to appeal the convictions to the U.S. Supreme Court following action by an appellate court to sustain the jail sentences imposed on the miners.

After a discussion of the recent Israeli-Arab war, the general executive board voted the purchase of \$1,200,000 Israel bonds.

The bonds were purchased in 12 different geographical areas by the 12 International Union vice presidents on the General Executive Board in the

name of the International Union.

The 12 areas represent the geographical territory of responsibility of each vice president, thus representing every state in the nation.

Both General Secretary John F. English and General Vice President Frank E. Fitzsimmons gave their quarterly report on the state of the union to the vice presidents.

Also reporting to the board were representatives of the IBT legal staff and DRIVE Director Carlos Moore.

Committees were named to work toward formation of mutual aid pacts with the International Association of Bridge, Structural and Ornamental Iron Workers and with the Office and Professional Employees International Union.

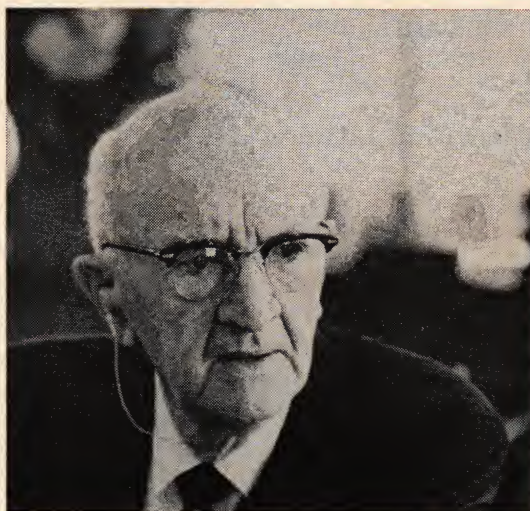
Reports on the progress of these agreements will be made at the next meeting of the General Executive Board.

Members of the International Brotherhood of Teamsters meeting last month in Absecon, N.J., where they attended General Executive Board in session for regular quarterly to regular union affairs.

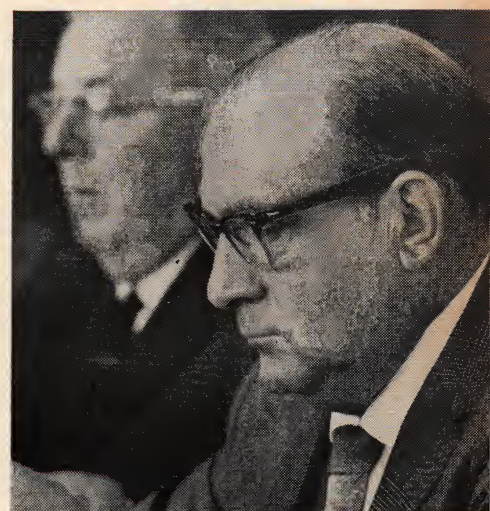




General Vice President Frank E. Fitzsimmons, and Alice Buskey, secretary to the General President.



General Secretary-Treasurer John F. English gave quarterly report to International Union Vice Presidents.



Joseph Trerotola, New York, listens to board discussions during recent quarterly meeting in New Jersey.

IBT Executive Board Backs Hoffa

Whereas this Executive Board desires to express utmost faith, confidence, and support in our General President James R. Hoffa, who diligently and with great intelligence and foresight led the IBT to its standing as the largest, most prosperous and most effective labor union in the world, and

Whereas, President Hoffa has devoted his entire life to serving Teamster members, and under his untiring and dynamic leadership Teamsters have attained unprecedented solidarity, and unity, grown

and prospered greatly, to the benefit of all members, and

Whereas, his determination and innovations in bargaining have improved economics standards, security, and conditions of all members of the IBT, and

Whereas, our General President Hoffa is presently appealing Chattanooga and Chicago cases, and

Whereas, the U.S. Supreme Court on May 22, 1967, granted a writ of certiorari, vacated judgment of the 7th Court of Appeals, and remanded the case to Dis-

trict Court for further proceedings, and

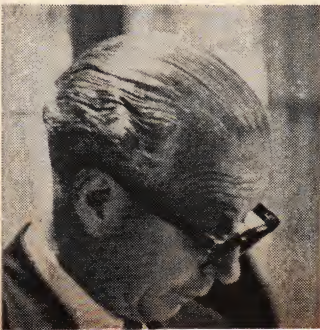
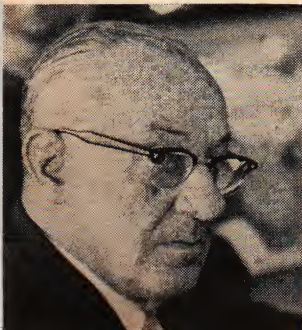
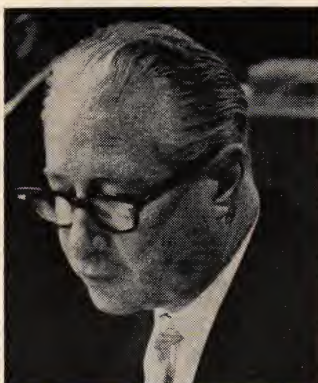
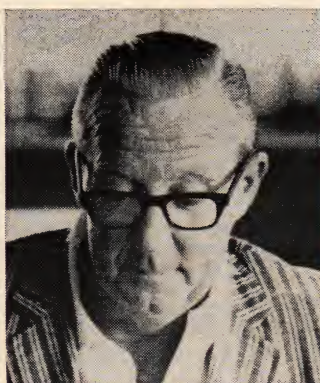
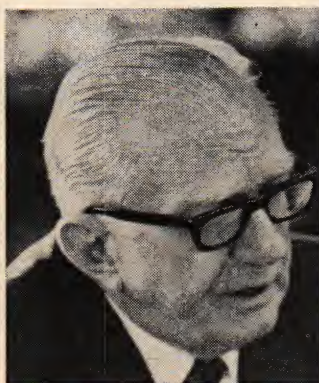
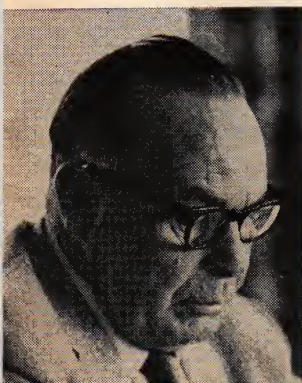
Whereas, General President Hoffa has the affection, esteem, and support of all members of this Executive Board,

Be It Resolved, that we, members of the General Executive Board, record our support of President Hoffa in all his endeavors, and express continued confidence in him as an individual, member, and General President of the Teamsters.

(Adopted unanimously, July 11, 1967, Absecon, N.J.)

All board members were present except Gordon Conklin who was absent because of illness. Top row, from left to right, Dominick Calabrese, N.J.; Thomas E. Flynn, Washington, D.C.; Murray W. Miller, Dallas; Joseph Diviny, San

Francisco; George Mock, Sacramento, Calif. Bottom row, left to right, Harry Tevis, Pittsburgh; Ray Schoessling, Chicago; Robert Holmes, Detroit; Harold Gibbons, St. Louis; and Einar Mohn, Burlingame, Calif.



"IBT 100 Per Cent Behind National Bargaining Approach with National Firms"

Fitzsimmons Discusses Realities of Collective Bargaining in Boston Talk

Teamster General Vice President Frank E. Fitzsimmons told a banquet audience at the recent meeting of the National Warehouse Division that "local unions must realize that we have to accept national bargaining with national concerns."

"Individual settlements are out," Fitzsimmons declared, "and this International Union is 100 per cent behind the efforts of the National Warehouse Division to bring such national, industry-wide, and area-wide agreements into being."

Early in his remarks, Fitzsimmons declared that each delegate and each rank-and-file member working in the warehouse jurisdiction is indebted to Teamster General President James R. Hoffa.

"It was your General President James R. Hoffa who pioneered and led the development of Teamster national divisions to their present degree of strength, effectiveness and sophistication. Through his foresight, we have achieved national agreements with national concerns. The untold benefits to the rank-and-file member are a matter of record in the many, many contracts which have been negotiated under the Hoffa-concept of dealing on an equal basis with the strength of the corporate giants in this country," Fitzsimmons said.

The Teamster General Vice President gave special credit to the International Longshoremen's and Warehousemen's Union and the Meat Cutters for their cooperation with the Teamsters in joint bargaining and organizing. He singled out the recent joint bargaining of the IBT and ILWU with warehouse employers on the West Coast as an example of what can be achieved for the membership with such cooperation.

In the area of collective bargaining, Fitzsimmons said that unions can expect the worst from employers in negotiations, and that unions can look for employers to resort more and more



FRANK FITZSIMMONS
". . . regardless of what the politicians say, compulsory arbitration is now on the books."

to the lockout as a weapon, "much as employers did in our recent national freight negotiations."

"Additionally, the political atmosphere is bad for organized labor," he said.

"Regardless of what the propaganda media tell you, compulsory arbitration is on the books, after much delay and fumbling by the Congress of the United States. It was brought about when the unions involved in the rail dispute told the Congress to 'pass a law or we'll strike.'

"We live in an age when the Congress of the United States, in every contract dispute, tells the unions to 'settle or else,' and yet leaves the employer free to profiteer from war contracts and exerts no pressure on the employer to go to the bargaining table and bargain in good faith," Fitzsimmons said.

"We have compulsory arbitration, but the real fly in the ointment in the railway dispute hasn't even been touched," the Teamster General Vice President declared.

Fitzsimmons told the delegates that the Railway Labor Act is about "as modern as Noah's Ark."

"Collective bargaining will work when left alone to do so," Fitzsimmons declared, "but under the Railway Labor Act, the employer is encouraged not to bargain because he knows that somewhere down the road of collective bargaining a government panel will step in, a court will enjoin a union from striking."

Fitzsimmons related the Teamster experience with the Railway Labor Act in the Pan American Airways case where the Teamsters have won three representation elections among the Pan Am employees and have yet to receive certification from the Mediation Board so that negotiations can begin.

"The Railway Labor Act, written years ago, must be revised and modernized if collective bargaining in situations covered by that law are to work. Until the law is revised, there is no collective bargaining—the Act actually discourages good faith collective bargaining," Fitzsimmons said.

Anti Labor Act?

Also coming under Fitzsimmons' oratorical big guns was the proposed anti-riot act, on the surface designed to deter those who would cross state lines to incite riots in civil rights struggles.

"One doesn't have to be an intellectual giant to see that this legislation can be turned loose on leaders of organized labor in situations where strikes develop. Yet, the politicians tell us on the one hand that they are with us, and then, when the pressure mounts, they vote against us on almost every occasion."

Fitzsimmons warned that if present proposals for government supervision of privately-negotiated pension plans are adopted, expenses of operating pension plans will skyrocket, and there will be less money to provide monthly pensions for retired members.

The Teamster General Vice President declared that membership in DRIVE, the Teamster legislative and political action arm, is the only answer to the current dangers lurking in Washington, D. C.

The delegates, many of them listening for the first time to Fitzsimmons as acting head of the union, seemed to agree. They gave him a standing ovation at the conclusion of his remarks.

Delegates Place Emphasis
On Refinements of
National Contracts with
National Concerns at

National Warehouse Meeting In Boston



General Vice President Frank E. Fitzsimmons, with National Warehouse Division Chairman Harold J. Gibbons (left) and Division Director John Greeley, at recent meeting of the division in Boston.

DELEGATES to the Teamster National Warehouse Division, at their recent four-day meeting in Boston, Mass., placed heavy emphasis on refinements of the division's goal of national contracts with national concerns.

Throughout the discussions by division leaders and delegates was woven a theme that local unions can no longer deal individually with national concerns which continually refine and sophisticate distribution systems to make the concerns flexible in dealings with local unions.

In addition to discussing ways to maintain and improve existing national agreements, delegates agreed that increased organizing emphasis must be placed on so-called 'out-state' warehousing operations which lurks as immediate danger to existing contracts with warehousing firms in large cities with large local unions.

Particular emphasis on organizing the unorganized was given by Division Chairman Harold Gibbons, Division

Director John Greeley, and Division Secretary-Treasurer Joseph Dillon.

Conference warehouse directors told a similar story of the need to organize the unorganized. Paul Murphy of the Eastern Conference, Sam Smith of the Central Conference, and George Mock of the Western Conference all dwelt on the subject.

Smith outlined the organizing need when he reported that "we must lessen the threats to big local unions by organizing in the small towns. In these small towns we find the employees have no pensions, no holidays with pay, and work for substandard wages." Smith credited the State of Michigan with having the best state program for reaching out into small communities and organizing non-union warehousing operations.

International Union Vice President George Mock, who reported in the absence of Western Conference Warehouse Division Chairman, Bill Williams, reported on the recent joint

negotiations by the Teamsters and the International Longshoremen's and Warehousemen's Union in the Bay Area.

Mock was joined by ILWU Secretary-Treasurer Louis Goldblatt in this report for a new hallmark contract which resulted from joint negotiations after a three-week strike.

Goldblatt was quick in his report to credit Teamster General President James R. Hoffa for his efforts in bringing about coordinated bargaining by the two unions with warehousing operations in the Bay area. Goldblatt declared that the master contract system removes labor as a competitive factor and facilitates bargaining for better agreements for the rank and file. A complete report on the West Coast warehouse contract appears elsewhere in this edition of the *International Teamster*.

Also reporting to the Division meeting were Don Peters, of Local 743 and head of the Teamster Montgomery Ward Council, and Joe Bern-

Important part of National Warehouse Division meeting was reports of various representatives from the field who talked of need for national agreements with national concerns

and organizing campaigns at the nation's non-union warehouses. Delegates were welcomed to Boston by J. C. President Nicholas Morrissey.

George Mock

Dave Salmon

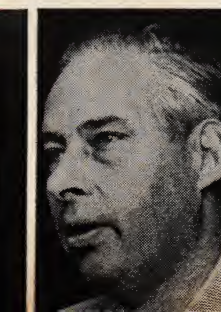
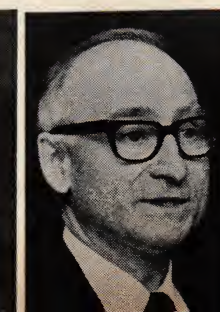
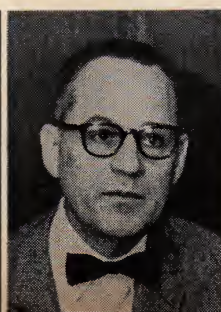
Paul Murphy

Nick Morrissey

Don Peters

Joe Bernstein

Walter Bishop



STATE OF THE UNION



General Vice President Frank E. Fitzsimmons, IBT Vice President George Mock (left) and Louis Goldblatt, of the ILWU, are all smiles over West Coast warehousing contract recently successfully concluded in joint-negotiations by Teamsters and ILWU with employers.



Delegates to warehouse meeting study warehouse wage comparison prepared for the meeting by the Eastern Conference of Teamsters under the supervision of Eastern Conference Director Thomas E. Flynn. Four day meeting concluded with resolve of delegates to refine existing national agreements and to seek new ones.

stein, of Local 781, who reported on the D. H. Overmyer Warehouse Company.

A report on industrial warehousing was presented by David Salmon, research director of the Central Conference of Teamsters.

Considerable discussion was given by delegates to the age-old problems of communication between local unions when dealing with national

firms, the need to discuss problems before strike situations develop, and communication to develop coordinated activity in organizing.

The division voted to hold meetings twice annually in an attempt to better coordinate plans to reach more national agreements, negotiate common expiration dates, and generally better serve the rank-and-file membership involved.

Several immediate goals were adopted by the division which include a concerted organizing drive on one of the major unorganized grocery chains.

Highlight of the meeting was a banquet address by General Vice President Frank E. Fitzsimmons, a complete report of which appears elsewhere in this edition of the *International Teamster*.

William McCarthy, president of Local 25 and IBT special organizer confers on meeting arrangements with Division Director John Greeley (photo top left). Division Secretary-Treasurer Joseph Dillon confers with Greeley (photo, top right). Division Chairman Gibbons reads Hoffa resolution

(bottom photo). Seated at table are Charles Winters, New Orleans; Sam Smith, Wichita; Paul Murphy, Washington, D.C.; George Mock, Sacramento; IBT Vice President Harry Tevis, Pittsburgh; Nicholas Morrissey, President Jt. Council 10, Boston; GVP Frank Fitzsimmons; and Greeley.



Warehouse Meeting Resolution Credits Hoffa With Division's Successes



Gen. President Hoffa

WHEREAS, the Teamster National Warehouse Division is desirous of expressing its utmost faith and confidence, and its support in our General President, James R. Hoffa, who has diligently and with great intelligence and foresight led the International Brotherhood of Teamsters to the point where it is now the largest, most prosperous and most effective labor union in the world, and

WHEREAS, General President Hoffa, in the pursuit of his duties, has proven himself to be the most able President in the history of our union, and

WHEREAS, under James R. Hoffa's leadership, we have experienced the greatest membership growth, making us the largest single labor organization in the world, and

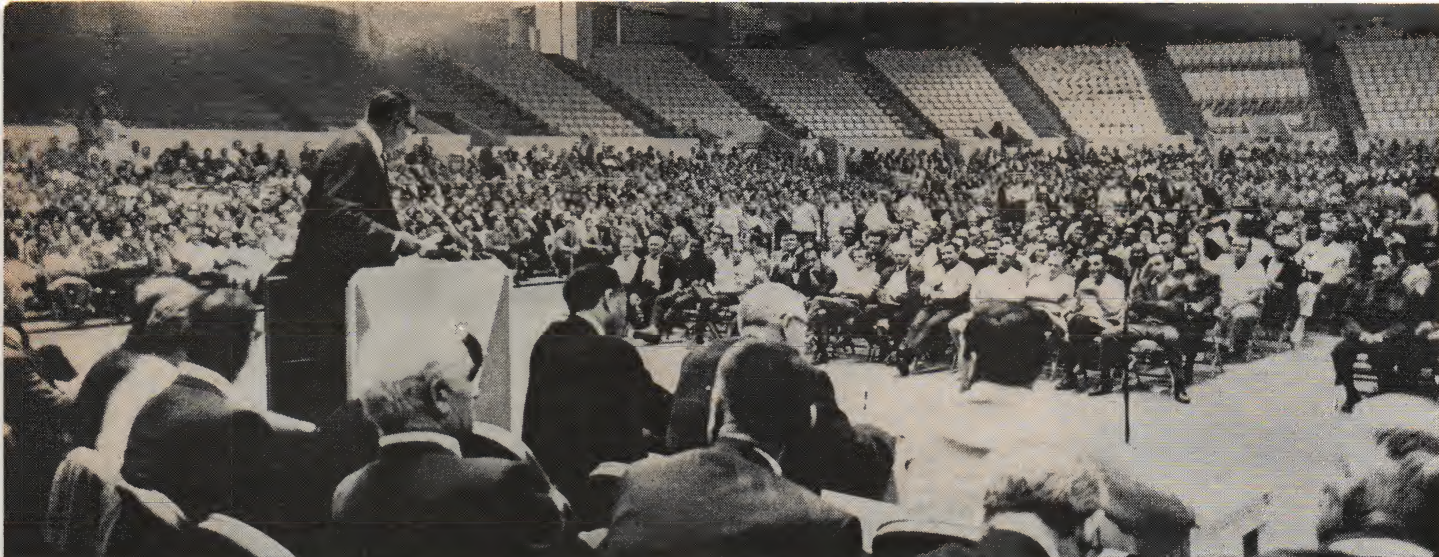
WHEREAS, President Hoffa's farsighted and intelligent conception of collective bargaining has resulted in many novel innovations, gaining for our members unparalleled wage increases, improved working conditions, health, welfare and liberal pension programs, and

WHEREAS, President Hoffa's steadfast devotion and personal sacrifices have brought trials and tribulations of cruel and unusual proportion both to himself and his family, and

WHEREAS, despite all of this harassment, General President Hoffa's concern for the welfare of each and every member of this union, has won for him the affection and esteem of all of our rank and file and officers,

THEREFORE, BE IT RESOLVED, That the Teamster National Warehouse Division pledges its 100 per cent support to all of the endeavors of our General President, James R. Hoffa.

(Unanimously adopted July 19, 1967, Boston, Massachusetts)



At the microphone, Teamster Vice President George Mock explained the terms of the new warehousing contract to 6,000 Teamsters and Longshoremen meeting together in the

San Francisco Cow Palace. They ratified the agreement with a 95 per cent vote, ending a 3-week strike with record gains.

Western Warehousing

Historic Settlement Gained By 3-Week IBT-ILWU Strike

COMBINING their strength and determination, Teamsters Union and International Longshoremen's & Warehousemen's Union members won unprecedented gains in a Northern California Warehouse Council agreement after a 3-week strike.

The historic settlement was ratified by a majority of more than 95 per cent of a joint area-wide membership meeting attended by 6,000 Teamsters and Longshoremen from locals in all parts of Northern California. The ratification meeting was held in San Francisco's Cow Palace.

The contract gave the warehousemen from both unions their highest wage increases in the history of warehouse negotiations in that area. Major

improvements were gained in the health and welfare program.

Covered in the contract are some 25,000 Teamsters and ILWU members. The agreement was the product of continuous negotiations that started last May under the leadership of Teamster International Vice President George Mock and Louis Goldblatt, secretary of the Longshoremen.

Many sessions lasted throughout the night as the negotiators approached the final agreement that marked the end of the strike line extending from Bakersfield to the Oregon border.

The walkout was described as one of the most effective economic tie-ups in California history as the membership of the two unions worked in

complete unity. It was impossible to tell whether the pickets were Teamsters or ILWU members.

Vice President Mock, who chaired the ratification meeting on the 3-year pact, said:

"It was the toughest 10 weeks of negotiations I have ever been in. But we have, in this package, things that were thought impossible but were made possible by the membership on the picket line and the coordination and work of the negotiating committee."

He praised the newly-formed Northern California Warehouse Council as the kind of unity that will pay dividends for years to come. For many years before the Teamsters and ILWU coordinated their effort, warehouse employers carefully played one off against the other in separate negotiations.

The effectiveness of the strike in the latest negotiations, however, can best be illustrated by the fact that shortly after the walkout began, a crack appeared early in the employer front as some companies began signing separate interim agreements. This weakened the hard core of employers who would have preferred a long, costly tie-up.

Besides Mock, Teamster officials playing prominent roles in getting the contract renewed with great gains included:

Mark O'Reilly, secretary-treasurer of Teamster Local 860 in San Francisco; Frank Farro, secretary-treasurer of Local 853 in Oakland; George Pedrin, secretary-treasurer of Local 12 in San Francisco; Joe Dillon, secretary-treasurer of Local 655 in Redwood City; Carl Olsen, secretary-treasurer of Local 150 in Sacramento, and Bill Williams, director of the Western Conference of Teamsters Warehouse Division.

Shown during a long warehouse negotiating session are (clockwise): Teamster Mark O'Reilly; Teamster Joe Dillon; ILWU Secretary Lou Goldblatt, co-chairman of the committee; Teamster Vice President George Mock, the other co-chairman; Teamsters Frank Farro and George Pedrin; Frank Thompson of the ILWU; Charles Duarte of the ILWU; Barry Silverman, ILWU economist, and on the other side of the table, employer representatives. Teamster Carl Olsen, a member of the committee, was not present for the photo.



In Canada

Local 351 in Vancouver, B.C. Wins University Bargaining Rights

TAKE an "instant university" suddenly created atop a 1,200-foot mountain in British Columbia:

- Add 4,300 students and faculty.
- Add skilled workers as maintenance men in need of union recognition and representation.
- Add the unions willing and able to do the job, including Teamster Local 351 of Vancouver, B. C.
- Add a labor board reluctant to certify the unions.
- Add a reluctant university administration.
- Add a court case.
- Add contract negotiations.
- Add a strike.
- Add students and faculty members supporting the strike.
- Total up an agreement.

And that, in a nutshell, is the story of what happened at the new, modernistic, multi-million-dollar Simon Fraser University built on Burnaby Mountain in 1964-65 and named after a famous explorer in Canadian history.

It all started in 1963 when the Provincial government of British Columbia took to heart a report on the needs of higher education for its college-aged youth.

By 1964, construction was underway and by the summer of 1965, the university was hiring a staff and holding classes on a partial scale with the enrollment to expand as additional facilities were completed by construction firms on the job.

At this stage, the university hired some of the construction men for its maintenance staff, including engineers, plumbers, carpenters, and so forth. Some of the unions representing most of these workers applied to the British Columbia Labour Relations Board to be certified as the bargaining agent for their craft at the university.

The Labour Relations Board rejected the petition on the grounds that the units applied for were "inappropriate for collective bargaining"—a distinct departure from its previous position in similar cases.

Realizing that to win certification they had to get together, the craft unions made plans to apply jointly for an overall certification. Their one problem, however, was that the largest single group which would have to be included in any successful application was not covered by the jurisdiction of any of the trades, that is, the general services staff composed of postal clerks, sports custodians, equipment men, and a few truck drivers.

The crafts asked Teamster Local 351 to come in with them on the project, and John Brown, secretary-treasurer of the local union, heartily agreed.

Brown turned the organizing effort over to Jim Scott, president of Local 351, and in short order a majority of the employees were signed up within the local union's jurisdiction.

Altogether, a dozen unions including the Teamsters then applied for

This enterprising picket used the road-sign vernacular to caution motorists driving up to Simon Fraser that Teamsters and other unions were striking for a contract at the mountain-top university.

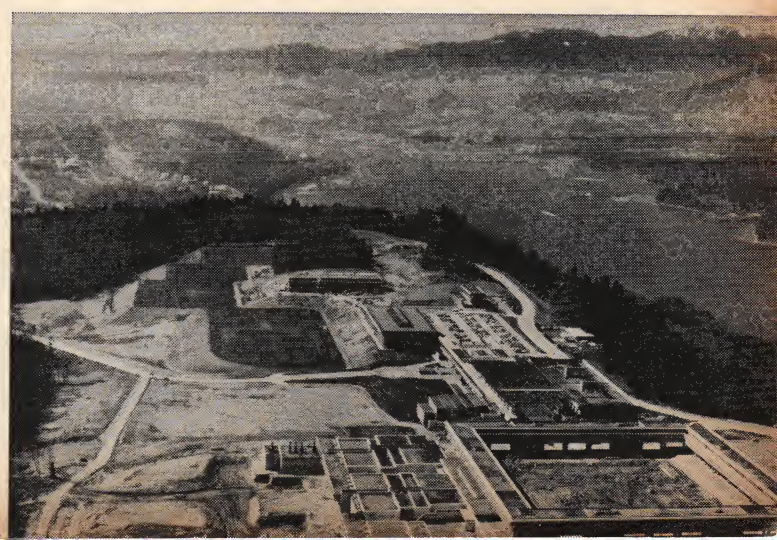
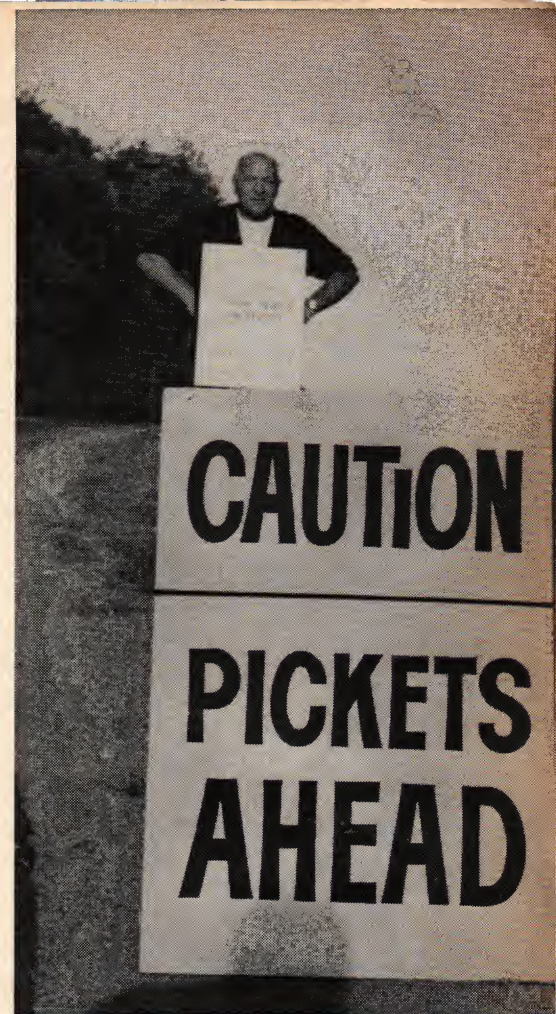
joint certification. Once again the Labour Relations Board denied the application, saying it was too broad and vague.

The unions got together and prepared still another application for certification, this time being very explicit. Finally, the Board gave in and okayed the unit.

But then the unions found themselves tied up in the courts as the

John Brown (center) of Teamster Local 351, Ernie Andruchow (left) of Stationary Engineers Local 883, and Ray West of Carpenters Local 1251 comprised the negotiating committee that wrote the union contract with Simon Fraser University.

Simon Fraser University, ultra-modern British Columbia school created figuratively overnight, was the scene of a collective bargaining struggle that included Teamsters Union members.



university took the Labour Relations Board before a judge. Simon Fraser U. claimed that the school could not be certified without contravening the Universities Act of British Columbia.

Eventually the case wound up in the British Columbia Supreme Court where Justice T. A. Dohm turned down the university's case, holding that the Province's Labour Relations Act applied to all employees in the province except those of the Crown, and included employees of Simon Fraser University.

"Consequently," said the judge, "the board of governors of the university in question is 'employer' within the meaning of the B. C. Labour Relations Act, and the powers given to the university governors must be interpreted to include the power to bargain with a union certified under the Labour Relations Act with a view to concluding a collective agreement."

With that hurdle out of the way, the Teamsters and other unions thought they had it made, particularly since the university officials issued a statement saying they would not appeal the supreme court decision, but would negotiate in good faith.

Their first evidence of "good faith" was to hire a so-called "industrial relations firm" to represent the university in the negotiations.

John Brown of the Teamsters was named a member of the 3-man union negotiating team. The first few meetings were productive. But then negotiations broke down on wages and other money items such as overtime, shift differentials, health and welfare, pension, holidays, and subcontracting

language.

The talks proceeded through a conciliation officer, into a conciliation board, and finally the union members went on strike.

At this point, the dispute developed unusual "community" interest. The first thing that happened, 3 faculty members asked other faculty members to refuse to take over functions normally performed by 85 striking workers.

Then the students joined in, most of them refusing to do any of the chores normally done by striking workers.

Once the university administration understood that it couldn't cajole any of the faculty or students to perform as strikebreakers, the school's position began to crumble.

The strike lasted 4 weeks. Then the university gave in and signed an agreement.

Brown commented: "One of the most encouraging aspects of the strike and settlement was the complete support the unions received from the faculty, the student council, and the vast majority of the students."

The agreement provided just about everything sought by the unions, including retroactive pay from April 12, 1966 to April 11, 1967, for the first increase, and from April 12, 1967, to the date of the contract settlement for the second increase.

A portable and vested pension plan, health and welfare, sick leave, bereavement pay, jury duty, full seniority, holidays, and all the other items were included in the agreement.

It was a long haul up that 1,200-foot mountain to higher education, but the Teamsters made the grade.

\$13,700 Backpay

These members of Teamster Local 968 in Houston, Tex., recently won a backpay settlement of more than \$13,700 as a result of an unfair labor practice charged and processed successfully by R. G. Miller, secretary-treasurer of the local union. Left to right: Front row—Organizer Renato Cuellar, Claudia Clinton, Barbara Cook, Anita Flores, Vickie Heath, Maria Elena Sanchez, Vera Rodriguez, Audrey Kolvig, Loretta Murrel, Sarah Hoover, Annie Maude Vincent, and Nick Howard, Local 968 president; Back row—Don Kapke, Bill Mason, Edward Ware, Lonnie Williams, Floyd Johnson, Emmitt Scott, and Emmitt Clayborn.



Dispatcher Ruled Out Of Unit

Disagreeing with the trial examiner, the National Labor Relations Board recently found appropriate a unit of truck drivers excluding the dispatcher and held the employer, St. John's Associates, Inc., of New York City, refused to bargain with Teamster Local 810.

The local union represented a majority of the unit of 3 drivers. Inclusion of the dispatcher would have left the union short of having a majority.

A majority of the Board panel noted that the Board has "traditionally established truck drivers as a separate appropriate unit in the absence of a bargaining history where a union seeks to represent them separately and where no other labor organization seeks to represent them in a unit of larger scope.

Following Local 810's demand for recognition and bargaining, the employer was found to have engaged in a campaign of unlawful interrogation, threats, and promises and giving of benefits to undermine Local 810 and dissipate its majority.

Accordingly, the company was ordered to bargain upon request of the Teamster local, cease its other unlawful conduct, and compensate an employee for lost earnings due to discriminatory reassignment of duties.

California Member Pens Book

Ted Wurm, a member of Teamster Local 856 in San Francisco, is the editor of a new book, "Narrow Gauge to the Redwoods," published recently in Los Angeles.

The story tells the history of a small rail line built north from San Francisco into the redwood forests nearly 100 years ago. It contains more than 200 photos, plus maps and drawings of the old-time equipment.

Wurm wrote an earlier book describing the history of the "crookedest railroad in the world," which climbed Mt. Tamalpais in California.

Old Pact

IBT, Amalgamated Transit Union Reaffirm 'No-Raid' Agreement

In an informal ceremony at the International Brotherhood of Teamsters headquarters in Washington, D.C., recently, the IBT and the Amalgamated Transit Union again repledged a long-time "no-raiding" policy between the two organizations.

General Vice President Frank E. Fitzsimmons and John M. Elliott, International President of the ATU, discussed the pact between the two unions that was first set up decades ago when Dan Tobin led the Teamsters and W. D. Mahon was president of the ATU.

While memberships of the two unions were relatively small in those years, now nearly 2 million members are affected. The Teamsters today have more than 1.8 million members and the ATU has in excess of 132,000.

Some of the jurisdictional problems originally solved by the Tobin-Mahon pact occasionally have cropped up on a minor scale through the years. But

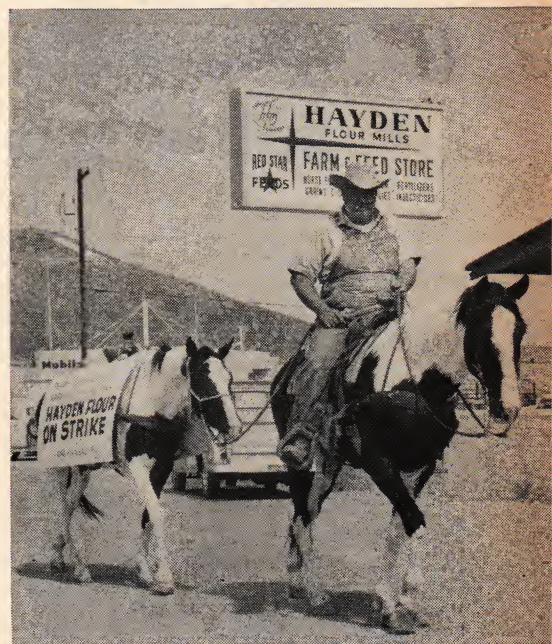
with each change in union leadership, the no-raid agreement has been pledged anew, with the subsequent solving of any pending problems. Such was the case when Dave Beck assumed the Teamster presidency upon Tobin's retirement, and when James R. Hoffa followed Beck to the helm.

The Fitzsimmons-Elliott agreement extends the tradition of cooperation between the IBT and ATU.

Attending the meeting also with General Vice President Fitzsimmons were Teamsters Union Vice Presidents Thomas E. Flynn, director of the Eastern Conference of Teamsters; Joseph Trerotola of New York City, and Robert Holmes of Detroit.

With ATU President Elliott were ATU Executive Vice President Edward W. Oliver; O. J. Mischo, ATU International Secretary-Treasurer, and William C. Marshall, Executive Vice President of the Michigan State AFL-CIO, who is also a member of the ATU.

Present at the reiteration of a no-raid pact of many years between the Teamsters Union and the Amalgamated Transit Union recently were (left to right): Seated—IBT General Vice President Frank E. Fitzsimmons and John M. Elliott, International President of the ATU; Standing—IBT Vice Presidents Joseph Trerotola, Robert Holmes, and Thomas E. Flynn; Edward W. Oliver, ATU Executive Vice President; O. J. Mischo, ATU International Secretary-Treasurer, and William C. Marshall, Executive Vice President of the Michigan State AFL-CIO, a member of the ATU.

**Western Picket**

Frank Clark, a member of Teamster Local 310 in Tucson, Ariz., is shown mounted on Paint and leading Ol'John by the way of picketing an employer in a contract dispute.

● Florida Wins

Five National Labor Relations Board representation elections have been won by Teamster Local 512 of Jacksonville, Fla., in recent weeks, according to Herbert A. Mullaly, secretary-treasurer of the local union.

The victories, adding a total of 125 members to the union's rolls, were scored at National Car Rentals, Avis Rent-a-Car Systems, Inc., Consolidated Foods Corp., Trailmobile, Inc., and Atlantic Transport, Inc.

All the companies are located in the Jacksonville metropolitan area.

● Bulk Transport

Teamster Local 523, Tulsa, Oklahoma, recently added a 145-man bargaining unit to its ranks when the employees of Hugh Breeding, Inc., voted overwhelmingly for Teamster representation.

The new Teamsters are truck drivers, mechanics, janitors, tire service men, recap men, gas operators and helpers.

Breeding is a bulk transporter of petroleum products. Local 523 Secretary-Treasurer Perry C. Shyrock announced the results of the National Labor Relations Board election.

Contract Gained

Oil Company Organizing Win Adds 300 to Detroit Local

Teamster Local 283 in Detroit, Mich., recently gained more than 300 new members with organizing victories at American Oil, Trumbull Asphalt Co., Michigan Silica, and Marathon Oil.

Stephen Schultz, president of Local 283, said a first contract already has been negotiated for the burner servicemen at Marathon Oil where the vote was 9 to 1 for Teamster representation.

Schultz said the largest of the 4 new collective bargaining units was at American Oil where drivers, garage mechanics, burner servicemen, maintenance, and construction employees voted 111 to 105 for Teamster affiliation. The victory culminated a 29-year effort to organize the company.

Drivers, production and maintenance workers at Michigan Silica voted 65 to 6 for the Teamsters, and production and maintenance workers at Trumbull Asphalt favored the union in an 11 to 2 ballot.

Schultz said the Marathon Oil workers ratified their new agreement which provided strong wage and fringe benefits increases. Expressing pride in the agreement, Schultz commented: "After difficult bargaining, we produced a very substantial, pace-setting contract."

Included in the 3-year agreement were health and welfare and pension contributions by the employer, grievance language, a clause covering subcontracting, 9 holidays and triple time pay for holidays worked, severance pay of 1 week for each year on the job, sick leave with pay ranging up to 29 weeks after 25 years or more, and a vacation schedule providing 5 weeks after 20 years.

● Kansas City Win

Teamster Local 541 in Kansas City has scored an impressive organizing win at Broski Brothers, Inc., where

employees voted 100 per cent for representation by the local.

The 90 employees making up the bargaining unit are truck drivers, cleanup men and fence erectors. Announcement of the organizing achievement was made by Local 541 Secretary-Treasurer Richard Milone.

● Purex Win

A majority of the 264 employees of Purex Corp., Ltd., in St. Louis, Mo., recently voted for representation by Teamster Local 618 in a National Labor Relations Board election.

Edwin D. Dorsey, Local 618 secretary-treasurer, said the ballot count was 123 to 121. Two votes were challenged by the company and the union.

The company manufactures detergents and makes plastic containers for its own products, and also warehouses and distributes them from the same location.

● Driver Win

Most of the 15 truck drivers and warehousemen employed by Pacific Vegetable Co., Inc., in Nogales, Ariz., voted for representation by Teamster Local 310 of Tucson, Ariz., in a recent National Labor Relations Board election.

Tom F. Owen, president of Local 310, said the ballot count was 9 to 3 in favor of the local union.

Chicago Commissioner



Mrs. Clara Day, an assistant business representative for Teamster Local 743 in Chicago, was recently appointed by Mayor Richard J. Daley to serve on the Chicago Commission on Human Relations. Mrs. Day is shown taking the oath with another commissioner from Mayor Daley.

Local Wins On Reversal Of Examiner

Reversing the trial examiner, the National Labor Relations Board ruled recently that A-1 Excelsior Van & Storage Co., Inc., of Excelsior, Minn., violated the Act by subcontracting its local moving and storage work and discharging employees engaged in such work.

The Board concluded, contrary to the examiner's findings, that the employer's action was taken to destroy the bargaining unit organized by Teamster Local 544 of Minneapolis, Minn.

Accordingly, the firm was ordered to cease the unlawful conduct, reopen its local warehouse and moving department, reinstate men fired with backpay and interest, and bargain with the union upon request.

Teamster Case

Board Says Manpower, Inc. Serves as Joint Employer

An election has been directed by the National Labor Relations Board in response to a petition filed by Teamster Local 984 of Memphis, Tenn., and the Board listed both Armour & Co., and Manpower, Inc., as the joint employers of drivers supplied by Manpower to Armour.

The determination was significant in that both Armour and Manpower had claimed they were not joint employers. However, the Board found that the companies shared in deciding matters governing essential terms and conditions of employment of the drivers.

Thus, while Manpower hired and fired the drivers, determined their rates of pay, and made all necessary payroll deductions, Armour directed the drivers in their day-to-day tasks.

When Teamster Local 984 sought to gain a representation election for truck drivers supplied by Manpower to Armour since March, 1966, the companies balked. They claimed that the drivers were employed solely by Manpower and Manpower had not declined to recognize the union.

The local union would not go for this, however, because Armour operated under an oral agreement with Manpower which gave Armour the sole authority to direct the drivers and determine their job conditions and other matters such as grievances in relation to their work.

The Board agreed that the drivers worked under a joint employer relationship and constituted an appropriate unit for the purposes of collective bargaining.

Employer Ordered to Bargain

Cohen Bros. Fruit Co., of Appleton, Wis., violated the Act by refusing recognition of Teamster Local 563 when presented authorization cards signed by a majority of bargaining unit employees and embarked upon an unlawful campaign of interrogation and threats to undermine the union's support, said the National Labor Relations Board in a recent decision.

Over-ruling the trial examiner, the Board said the company, a wholesale produce distributor, failed to meet its statutory obligation to bargain. The evidence showed unlawful threats of loss of work and income for two employees, husband and wife, and interrogation of other employees.

Where the examiner had recommended setting aside an election narrowly lost by Local 563 and conducting a second one, the Board ordered the employer to bargain upon request of the union and dismissed the representation petition.

Congratulations



General Vice President Frank E. Fitzsimmons congratulates Kathleen Hennessey, an office employee of the International Union, upon her graduation from Maryland University. Looking on is the proud father, Daniel A. Hennessey, Sr., vice president and business agent of Teamster Local 730 in Washington, D.C. Miss Hennessey plans to work for the juvenile division of the Maryland State Probation Board.

Union Ban Decision In Amarillo

State Chemical Co., of Amarillo, Tex., said the National Labor Relations Board in a recent decision, discriminatorily established and enforced a no-solicitation rule against union organizing in its plant.

The Board said the chemical distributing firm put the rule into effect to bar any talk among employees about Teamster Local 577 while an election proceeding was pending; this compared with past permission and approval by the company for solicitation during working hours for sports pools and for sympathetic causes and even commercial solicitations.

The Board held the company also violated the Act by discharging an employee and by interrogating other workers and threatening them because of their interest and membership in Local 577.

Accordingly, the company was ordered to cease the unlawful conduct and reinstate Lanny E. Madden with backpay and interest.

Tribute to Mr. Teamster

John F. English Endowment Presented to Boston College



General Secretary-Treasurer John F. English hands a \$5,000 check to the Rev. Robert J. McEwen, S.J., of Boston College, the institution which received the first "John F. English Endowment." Looking on are (left to right): William McCarthy, IBT special organizer of Boston; General Vice President Frank E. Fitzsimmons, and William Mullenholz, IBT comptroller.

General Secretary-Treasurer John F. English recently received a visit from the chairman of the Boston College department of economics who has begun a study of labor's role in consumer movements in the nation.

Conferring with English was the Rev. Robert J. McEwen, S.J., who plans a year-long look into "The Contribution of Labor Unions to the Development of Consumer Movements in the Various States."

Father McEwen, while at the International Brotherhood of Teamsters headquarters in Washington, D.C., also officially accepted for Boston College the initial "John F. English Endowment" authorized by the 1966 IBT convention.

The grant, in the sum of \$5,000, will be awarded annually. The convention delegates established the endowment as a tribute to the loyal and faithful career of more than a half century of service to the Teamsters

Union by the General Secretary-Treasurer.

Father McEwen told English his project will involve traveling to most major cities to study the formation and operation of consumer associations with particular reference to the role played by labor union members in them. He hopes to gather enough information for a monograph or book.

• Dairy Vote

A majority of wholesale drivers employed by Liberty Dairy in Evart, Mich., recently voted for representation by Teamster Local 406 of Grand Rapids, Mich., in an election held by the National Labor Relations Board.

Robert J. Anderson, Local 406 business agent, said 12 drivers were eligible to ballot. The count was 7 to 4 for the Teamsters.

Piggyback Doesn't Pay

An estimated 175 new automobiles were quickly mangled into used and junk autos late in July when 13 cars of a railroad freight train derailed in Wanatah, Ind.

Authorities placed damage to the piggyback autos at \$300,000—or more than \$1,700 a car.

• Ohio Ballot

Five of the 6 drivers and helpers employed by Abby Rents in Cleveland Heights, Ohio, voted for representation by Teamster Local 392 of Cleveland in a recent National Labor Relations Board election, according to Ralph A. Berry, secretary-treasurer of the local union.

• Recognition

Teamster Local 639 of Washington, D. C., recently won recognition from W. & J. Sloane-Mayer Co., a retail furniture store, as bargaining representative for more than 40 drivers, helpers, warehousemen, and shop personnel, according to Luther P. McCoy, secretary-treasurer of the local union.

• Miami Win

Two-thirds of the drivers and warehousemen employed at City Transfer & Warehouse, Inc., in Miami, Fla., recently voted for representation by Teamster Local 390 in a National Labor Relations Board election, according to Horace Jack Vierengel, secretary-treasurer of the local union.

Teamster Son Gets Medal From LBJ

Nathaniel T. Curry, 17-year-old son of William Tolbert, a member of Teamster Local 769 in Hialeah, Fla., was one of several teenagers who received Young American Medals from President Johnson in a recent ceremony. Curry was honored for rescuing a 2-year-old child from a burning home in 1965. The medals are given for acts of heroism or outstanding community service.

Air Forecast

Super Sonic Transport To Double Airline Jobs



"Says he lived to 100 eating herbs—Herb Johnson, Herb Wilson, Herb Morgan . . ."

Discharge Case Won By Local 379

Reversing the trial examiner in a recent decision, the National Labor Relations Board ruled that Louis Page Contracting of Burlington, Mass., violated the Act by firing 4 employees for engaging in concerted activities and for refusing to bargain with Teamster Local 379 of Boston, Mass.

After the employer, a subcontractor leasing trucks to haul dirt from construction sites, sent his men to a contractor's jobsite for work, the contractor and the 4 employees had a disagreement over the starting hour.

The men walked off the job in protest. The employer, alerted to the incident by the contractor, met the men en route to the jobsite. When they refused to return to work, they were discharged.

The Board determined that the resultant protest was an economic strike converted into an unfair labor practice strike by virtue of the unlawful firings. The Board also found that the employer committed an independent violation by refusing to reinstate the men upon their unconditional request to return to work. Finally, since the Teamster local had been designated by a majority of unit employees 2 days after the men walked off the job, the employer was obligated to bargain with the union.

Accordingly, the Board ordered the employer to cease the unlawful conduct, reinstate the discharges with backpay and interest, and bargain on request with the union.

Some 250,000 new jobs will be created by the United States' super sonic transport program, according to Stuart G. Tipton, president of the Air Transport Assn. of America.

The number of new jobs expected to be generated by the SST program is the equivalent of all the jobs in the U.S. airline industry today.

Tipton said the program's impact on the economy would range between 20 and 50 billion dollars of economic growth with the development and long-term production of the giant plane that would carry 200 or more passengers at 1,400 miles per hour.

Prime contractors would have to hire 50,000 people and another 100,000 jobs would appear in subcontracting work, he estimated. In addition, the 150,000 jobs would cause the creation of another 100,000 non-manufacturing positions in wholesale and retail trade, professional services, business services, finance, insurance, real estate, transportation, and communications.

Tipton's predictions are based on the projected sale of 500 super sonic transports—what he called a conservative market estimate keyed to minimal

traffic growth of 8.6 per cent a year, minimal market penetration, and no SST operation over inhabited land areas because of sonic boom limitations.

The air industry leader, in an effort to whip up support for the SST program, also pointed out that the federal government's investment of an estimated \$2 billion would be spread over a 10-year period and would be paid back, in the form of royalties paid to the government by the manufacturers on each aircraft sold, by the time the 300th aircraft was sold.

Since the royalty payments are to continue for a 15-year period, Tipton said, they will go on well beyond the 300th delivery, and will produce a return on the government investment comparable to levels normally received by industry.

Tipton asserted that the SST program "meets every test of an essential national undertaking" because it will help insure our well-being domestically and internationally today and in the decades ahead. In addition, it will offer a clear return in terms of employment and in recovery of the investment with interest to the U.S.

Picnickers

When Teamster Local 211 in Pittsburgh, Pa., sponsored a picnic for more than 300 orphans recently, Ted Cozza, president of the local union, found himself amidst the youngsters including Thomas Fueher and Carol May Burnett who were enjoying hotdogs. Some 600 Teamsters and their families attended the picnic also.



Dream Come True

Teamster Craftsmen Aid Girl To Overcome Musical Handicap

THIS is a story about a 12-year-old girl, a flute, some big-hearted Teamsters Union members, and an instrument manufacturer—all willing to help overcome the handicap of a missing little finger.

Carla Jean Lisenbee of Las Vegas, N.M., had long wanted to be able to play the flute. But she could not because the instrument, which demands considerable finger dexterity, was too much of a problem for her handicap of a missing little finger lost years before in an accident.

After months of inquiry with the aid of her parents, Carla found the

at the Gemeinhardt plant.

It was quite an instrument. The design involved adding 3 extra keys to supplement the 3 single notes that are normally played with the right-hand little finger. Two of the notes can be keyed with the little finger of the left hand, and one with the right-hand thumb. The flute is so designed that it can be played by anyone; the 3 keys were added for Carla, but nothing was removed.

Kurt Gemeinhardt, who personally did much of the construction of the flute, worked from an outline of the girl's hand to determine her finger



At right, Carla Jean Lisenbee observes John Gaska adjust a specially-designed flute. Gaska, member of Teamster Local

364, South Bend, Ind. resolution to her dilemma at the K. G. Gemeinhardt Co., Inc., of Elkhart, Ind., where the highly skilled employees produce some 15,000 flutes a year as members of Teamster Local 364, South Bend, Ind.

Not only did the company's workmen hand-craft a flute with special keys designed to overcome the finger handicap, but the Teamster employees made personal contributions to cover the cost of producing the unique instrument.

Carla's long-time dream came true recently when she and her parents came to Elkhart as guests of the company and received the special flute



cal 364, is chief steward at the K. G. Gemeinhardt Co., Inc. At left, receiving her flute is Carla. At the ceremony were the girl's parents (left), Kurt Gemeinhardt (center), president of the flute-making company, John W. Weaver, mayor of Elkhart, Ind., and Louise Yoder, a departmental steward for Teamster Local 364.

needs and to establish the desired hand position and leverage.

In addition, the instrument was double silver plated to prevent trouble with the mechanism.

What's in store for Carla now that she has her flute? She has already begun private lessons and will enter the intermediate band at junior high school in the fall.

"I'm going to be first chair," said the delighted Carla, to which her proud mother added, "I believe she'll do it, too."

No less proud are the Gemeinhardt Teamster employees who helped make a little girl's dream come true.

Blue Collar Workers Go Teamster

A majority of 450 blue collar municipal employees in Dearborn, Mich., recently voted for representation by the Teamsters Union in an election conducted by the Michigan Labor Mediation Board.

Nearly 90 per cent of the custodial, maintenance, and other operating employees in the Dearborn public works department cast ballots in the election.

The tally showed 216 votes for the Michigan Conference of Teamsters, 160 for the Municipal Employers Assn. and 20 balloted "no union."

The bargaining unit does not include police, firemen, office clerical workers, and those in supervisory, skilled, or professional job classifications.

• Denver Vote

A big majority of the 80 employees of Denver Waste Materials, Inc., recently voted for representation by Teamster Local 452 in a National Labor Relations Board election.

Charles F. Lindsay, Local 452 secretary-treasurer, said the ballot count was 49 to 24 in favor of the Teamsters. Two ballots were voided.

The bargaining unit includes rag handlers only.

Does Boss Ever Goof Off?

A king-size question is provoked in a recent article appearing in *Nation's Business*, published by the Chamber of Commerce of the U.S.

Entitled, "Unions' New Goal: King-size Featherbeds," the article discusses the "deplorable" specter of unions seeking to get guaranteed annual salaries for employees. In it is the statement:

"If a man who has been used to getting pay based on how much he turns out is suddenly put on salary, chances are he won't work as hard as if he can make just as much money goofing off."

The statement prompts a king-size question: Is this the way high-salaried management men behave on the job?

Corporations Side-Step Stockholders

Business corporations in the United States—whose representatives often complain about union democracy—play a cute game to avoid stockholders at annual meeting time.

They simply chase off to some of the tiniest towns they can find on the map to hold the stockholders' meetings.

American Cyanamid, for example, has 104,000 stockholders but escapes them by holding its annual meetings in Portland, Me., where passenger trains no longer stop.

Atlas Corp. informs its stockholders that the annual meetings are in out-of-the-way Moab, Utah, where Atlas happens to own a mine.

Texas Gulf Sulphur must also have executives who study the smallest print on maps. Texas Gulf recently held its stockholders' gathering in Lee Creek, N.C., which is 130 miles away from Raleigh, the nearest large city.

Schlumberger Ltd., an oil company, is the champ, however. This corporation holds all its meetings on the island of Curacao in the Netherlands Antilles.

Last year a Schlumberger stockholder who happened to be vacationing on the island attended the annual meeting. And one year a stockholder on a world cruise dropped anchor and participated. But usually only the company secretary attends the meeting to make "democratic" corporate decisions.

● Clerks Vote

Clerks employed by Butler Aviation at LaGuardia Field in New York City recently voted unanimously for representation by Teamster Local 277 in a National Labor Relations Board election, according to Joseph Festa, secretary-treasurer of the local union.

Political Joke Year Coming

Recently distributed was a Republican newsletter featuring a photograph of long-haired Sen. Bobbie Kennedy lighting a cigar. The caption on the picture says: "Would you buy a used guitar from this man?"

Mike Fomusa

Chicago Teamster Leader Dies After Brief Illness

Michael J. Fomusa, 51-year-old secretary-treasurer of Teamster Local 738 in Chicago, Ill., died recently after a brief bout with cancer.

The well-liked and progressive la-



Michael Fomusa

bor leader had been the chief executive officer of Local 738 since 1941 when the organization received a charter from the International Brotherhood of Teamsters. The local union was created through the merger of 3 federated labor unions affiliated with the American Federation of Labor.

Fomusa gained notice when he led a drive to bring complete organization to the wholesale grocery industry in the Chicago area. He pioneered health and welfare benefits and pension plans for thousands of workers in the grocery warehousing and food processing fields.

Fomusa also was a prime mover in the establishment of company-wide bargaining at National Tea Co. and participated in the Cannery, Warehousing, and Food Processing trade divisions of the IBT. He served as a delegate to all International Union conventions since 1941.

Once a musician, Fomusa applied his musical knowledge to trade unionism and organized concerts of outstanding jazz performers well received by Local 738 members in their meetings. He also lectured frequently at

De Paul University on trade union problems, and once, with the cooperation of management representatives, invited graduate students in labor-management relations to observe actual bargaining sessions on a contract between Local 738 and the employers.

Community Servant

Shortly before his fatal illness, Fomusa established a joint labor-management committee to promote job training opportunities for school dropouts.

Through the years, Fomusa served as trustee of several health and welfare and pension funds. He also initiated a movement for a health center to serve members and their families. He was president of the Midwest Board of the American Medical Center at Denver, a nationally-known research and treatment center for persons with chronic chest diseases and cancer.

Aids Israel

James E. Coli (seated), secretary-treasurer of Teamster Local 727 in Chicago, recently helped raise \$51,000 as head of the Combined Jewish Appeal Garages Division in a campaign of support for the Israel Emergency Fund. With Coli are (left and right) David Silbert, president of the Jewish Welfare Fund of Metropolitan Chicago, and Jack Galt, co-chairman of the garages division.



Teamster-Supported

New Jersey Governor Signs Milk-Dating Bill into Law

Gov. Richard J. Hughes of New Jersey recently signed into law a new milk-dating bill that requires milk companies to stamp the day of the week on which the milk was pasteurized on the milk bottle cap or container.

The enactment climaxed a 4-year campaign for the law by Teamster Local 680 of Newark, N. J., representing 4,000 drivers. The bill also received strong support from Teamster Joint Council 73 representing some 90,000 members in New Jersey, the 30,000-member Consumers League of New Jersey, and the New Jersey State AFL-CIO.

Democratic Senator Jeremiah O'Connor of Bergen County sponsored the measure which requires the milk dating to replace the system in which dairies had only to place the numerical day of the year on the container.

Lawrence W. McGinley, president of Local 680, led the fight against the numerical system on the grounds that it not only failed to guarantee the delivery of fresh milk, but also re-



Witnessing New Jersey Gov. Richard J. Hughes signing into law a milk-dating bill strongly supported by the Teamsters are Lawrence W. McGinley (right), president of Teamster Local 680, and State Sen. Jeremiah O'Connor (left), sponsor of the measure.

sulted in confusion for the consumers.

Now, thanks to the Teamster-led campaign, whereas before the housewife had to know that milk pasteurized on July 4th was actually treated on the 180th day, now she can read the first 3 letters of the day of the week to determine the freshness of the milk.

Safe Drivers' Banquet



Recently feted at a safe driving awards' banquet by Colonial Stores were these members of Local 100: Seated, left to right, James Ross, 23 years safe driving; Virgil Tucker, Jr., 25 years; Edward Hughes, 25 years, now retired. Standing, left to right, Arthur Sullender, 24 years; Charles Barney, 24 years; and Estell Carrier, 24 years; Local 100 president, George Starling; and B. H. Butts, Colonial Stores.

Pop Drivers' Status Protected

Seven Up Bottling Co. of Sacramento, Calif., which switched its driver-salesmen into independent contractors to forestall organization by Teamster Local 150, has been ordered by the National Labor Relations Board to recognize the union, reinstate 9 dismissed employees, and refrain from further unfair labor practices.

In reversing a trial examiner's findings, the Board ruled that the switch from the driver-salesmen arrangement and release of a number of driver-salesmen was not done for justifiable economic reasons but rather "to deny them representation by the Teamsters Union."

The Board's review uncovered several instances in which plant supervisory officials made it clear that setting up a distributorship plan was done to forestall organization by the Teamster local union. One plant foreman even told one driver that the company "would do anything to keep the union out."

Other employer violations affirmed by the Board involved the company's effort to encourage establishment of an "independent union" while at the same time threatening reprisals for workers interested in Local 150.

● Hardware

By a 3-to-2 margin, warehouse employees of The Kruse Hardware Co. in Cincinnati, Ohio, voted for representation by Teamster Local 100 in a recent National Labor Relations Board election.

Ben D. Collamer, Local 100 secretary-treasurer, said 34 workers were eligible to cast votes. The ballot count was 20 for the Teamsters and 14 against.

● L.A. Victory

Most of the production and maintenance, shipping, receiving, and trucking employees at Cleveland Container Corp. in City of Industry, Calif., voted for representation by Teamster Local 208 in a recent National Labor Relations Board election.

Edwin R. Blackmarr, Local 208 secretary-treasurer, said the ballot count was 35 for the Teamsters, 9 for a Paper Products local union, and 15 "no union."

● Furniture

A driver and his helper employed by Baker Bros., a retail furniture store in Bakersfield, Calif., voted for representation by Teamster Local 87 in a recent National Labor Relations Board election, according to George Branson, secretary-treasurer of the local union.

Local 554 Family Helps Handicapped

Just about everybody in the Rolland Splittgerber family from Teamster Local 554 in Omaha had a hand recently in work with youngsters at an annual Cerebral Palsy Day Camp in the Nebraska city.

Marc and Ann, teen-age son and daughter of the Splittgerbers, served as counsellors at the camp. Each was responsible for the welfare of a particular child during the encampment, assisting with handicrafts and a program of indoor and outdoor games and sports. Also on the list of activities were horseback rides and a talent show staged by the children.

Mrs. Splittgerber, a member of the Omaha Volunteers for Handicapped Children, conducted the camp for the local cerebral palsy association and was in charge of the counsellors.

Brother Splittgerber, too, lent his assistance to the project when his time off from work would permit him to do so.

Teamster youngsters Marc and Ann Splittgerber (No. 87 and straw hat) are shown with two friends at a cerebral palsy day camp where they served as counsellors. Father Rolland Splittgerber is a member of Teamster Local 554 in Omaha, Neb.



The Churches Speak

National Council Study Supports Labor's Right to Strike

In its annual Labor Sunday Message for use in churches across the nation on September 3rd, the National Council of Churches, which represents some 42,000,000 church members, strongly supports the right to strike.

"The right to strike and the general welfare" is the theme of the message which concludes that only in rare cases does the general welfare take precedence over the workers' right to strike.

"The right to strike is vital to organized workers," the statement says. "It's ever-present shadow over the bargaining table often compels extra efforts toward compromise. No man, no group of men, can be compelled to work without loss of freedom. The strike is the last resort of free workers in self-defense against what they believe to be unjust oppression."

The message further declares that public employees "should not be denied the right to strike solely by virtue of their public employment. In areas such as fire, police, or other services, where a strike would seriously endanger the public health or safety, other alternatives must be found. Voluntary (not compulsory) arbitration, mediation and continuous negotiation are among such avenues."

Undue Reliance

Warning that any assessment of strike damage to the general welfare must be weighed carefully, the statement cited the 1966 airline mechanics strike "which affected less than 3 per cent of intercity travel" and drew from Secretary of Labor Willard Wirtz a denial "that its inconvenience constituted a 'national emergency'."

In regard to government's role, the message says that its intervention "may lead to undue reliance on government, destroying free bargaining."

Issued by the Committee on the Church and Economic Life of the Council's Department of Social Justice, the annual message is based on a study document, "The Right to Strike and the General Welfare," which the committee has approved for publication this Fall.

The 1967 Labor Sunday message marks the 50th consecutive year that such a message has been issued. Started in 1917, by the Federal Council of Churches, it has continued since 1951 by the successor organization, the National Council of Churches, which is composed of 35 Protestant and Orthodox denominations with a combined constituency of 42 million church members.

Labor Sunday

According to the Rev. Shirley E. Greene, director for economic concerns of the NCC, the purpose of the message is to evoke study and discussion of important ethical issues raised by labor-management relations. He said that many churches, labor unions, community groups, press, radio and TV outlets use the message each year on Labor Sunday, a day ahead of Labor Day.

Labor Sunday was instituted in 1910 by the Federal Council of Churches at the request of the American Federation of Labor. It has been observed by the churches each year since.

Commanders



Frank Johnson, a member of Teamster Local 223 in Portland, Ore., and his wife, Ruia, recently were elected to commander posts of both the Oregon Disabled American Veterans and Auxiliary in a state convention. He is a driver for Convo Co.

Turn of Events

Railroad Firemen Win Major Court Victory in Fight to Protect Jobs

After a long and stubborn battle to stabilize the jobs of firemen on diesel engines, the Brotherhood of Locomotive Firemen and Enginemen has won a major court victory which will add new job opportunities for its members.

In a highly important decision, the U.S. Court of Appeals has ruled that firemen must be used on new trains set up since expiration of the Federal Arbitration ruling on March 31, 1966. That ruling cost the jobs of some 18,000 firemen in freight and yard service.

Sharp Blow

The ruling was a sharp blow to the carriers which have contended that they still had the right to eliminate firemen's jobs, even new ones, under the old arbitration award.

President H. E. Gilbert, of the BLF&E declared that the court ruling greatly strengthens his long-held view that the only way to handle the question of the use of firemen on diesels is "through normal collective bargaining."

The latest decision of the Court of Appeals supplements one handed down last May in which the carriers were sharply criticized for their failure to negotiate with the union. It clarified the May ruling and re-opened the

whole question of bargaining between the carriers and the unions on the questions of jobs.

The court's ruling did not deny the right of railroads to discharge firemen whose jobs had been slated for attrition before the arbitration ruling ran out. It does, however, make it clear that when a new firemen's job is created, as happens frequently, a new man must be hired to fill it.

From the Brotherhood's point of view, the decision also means a stop in the high rate of job attrition that has been going on. There are some 22,000 firemen's jobs in freight and yard service—passenger service has never been involved. The court ruling means that these jobs cannot be abolished unilaterally by the carriers, but must be the subject of collective bargaining in the future.

Another Point

Union lawyers are also studying one aspect of the decision bearing on the Norris-LaGuardia Act which cuts into the injunctive power of the courts. The decision is believed to have made it more difficult for the carriers to run to the courts for an injunction every time a strike is threatened. Should this prove to be the case, another major victory for the rail unions will have been scored.



"How long since you've had an oil change?"

NLRB Rules In Favor Of Local 175

Heck's, Inc., of Charleston, W. Va., committed unlawful acts in trying to dissipate the majority status of Teamster Local 175 and failed to satisfy its statutory obligation to bargain, said the National Labor Relations Board in a recent decision.

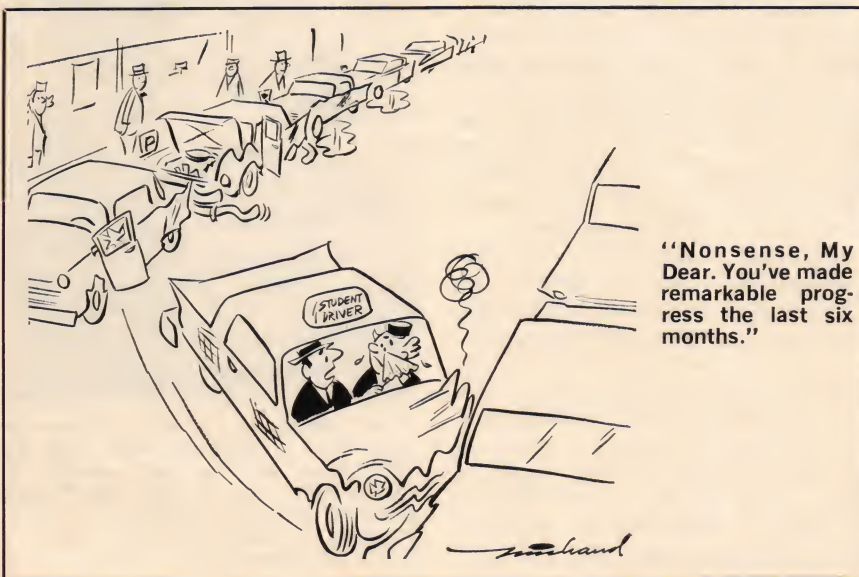
The Board said evidence showed that Heck's violated the Act by offering or granting employees wage increases, and/or giving promotions to oppose the union, by discharging James Goins for his union activities, by interrogating workers concerning their union memberships, activities or desires, and threatening to cancel wage increases and discontinue bonuses in case Local 175 became the bargaining agent.

Accordingly, the employer was ordered to bargain with the union upon request, reinstate gains with backpay and interest, and cease the unlawful conduct.

● Sand Firm

By a better than 5-to-1 majority, employees of the Ohio River Sand Co., Inc., in Louisville, Ky., voted for representation by Teamster Local 89 in a recent National Labor Relations Board election.

Marion Winstead, Local 89 secretary-treasurer, said 33 dredge boat employees, tug boat workers, and yard men were eligible to ballot. The vote was 26 to 5 in favor of the local union.



"Nonsense, My Dear. You've made remarkable progress the last six months."

At Campbell Soup

Teamsters Join 4 Internationals In Coordinated Contract Approach

Five international unions, including the International Brotherhood of Teamsters, are working toward coordinated bargaining in an effort to improve wages, benefits and working conditions at Campbell Soup Company.

Representatives of the five unions met recently in Chicago to make plans for the coordinated activity, which is expected to reach the negotiating state around the end of the year.

The unions will seek a meeting with Campbell President William B. Murphy to discuss the labor relations problems which affect all the union groups.

At the Chicago meeting was a representative of Teamster General Vice President Frank E. Fitzsimmons; President Thomas J. Lloyd of the Amalgamated Meat Cutters and Butcher Workmen, and representatives attending for President Ralph Helstein of the United Packinghouse Workers; President Max Greenberg of the Retail, Wholesale and Department Store Employees; and President P. L. Seimiller of the International Association of Machinists.

The coordinated bargaining effort by the affected local unions of the various international unions will cover both canning and poultry agreements which expire between September 20, 1967, and May 12, 1968. Fourteen local contracts covering 13,000 employees of the company are involved.

"Campbell Soup is the single most profitable corporation in the nation's important food processing industry, yet its contracts are some of the poorest in the industry," a committee statement declared in announcing the coordinated bargaining effort.

"While Campbell has insisted in the past that negotiations be conducted on a local level, no real collective bargaining has taken place there," the committee declared.

"All decisions have been made unilaterally at the top level of the company," the committee statement said, "This is apparent from the virtually identical contracts in the two sections of the country."

The committee statement continued: "So far as wage rates in the Camp-

bell canning division are concerned, also though there are historic plant-by-plant differences, the settlement 'package' which is offered to the first union

whose contract expires during the year becomes the clear-cut pattern for all the other unions in all the other plants as their agreements expire. Obviously the situation is ripe for coordination of union bargaining efforts.

"The international unions have indicated," the committee statement said, "that this year they are determined to overcome negotiating frustrations of the past.

Eastern Conference Donates To Histadrut Emergency Fund



Thomas E. Flynn and Joseph Konowe

International Union Vice President Thomas E. Flynn, who is also director of the Eastern Conference of Teamsters, recently presented a check for \$5,000 to the Histadrut Emergency Fund on behalf of the Conference.

The check was presented to IBT General Organizer Joseph Konowe who is chairman of the Histadrut Emergency Fund.

When presenting the money, Flynn declared:

"On behalf of the Eastern Conference of Teamsters, I wish to express my gratification at thus being able to further the cause of justice and freedom in our troubled world.

"Israel's brave stand, its intrepid leaders and the indomitable spirit of its people are an inspiration to all of us. Its amazing victories are proof that determination and courage can triumph in the face of what seem to be overwhelming odds. May this nation continue its undaunted progress toward its long-sought goals of peace and security."

Don't Buy

Teamsters Continue Boycott Of Unfair Hollywood Candies

If the candy bars you buy have a star on the wrapper chances are good that they are manufactured by Hollywood Brands, Inc., a company currently the subject of a nation-wide boycott by the International Brotherhood of Teamsters.

Local 50, in Belleville, Illinois, is currently trying to get Hollywood Brands to come to the bargaining table, but the company refuses even though its employees voted overwhelmingly for Teamster representation in March, 1966.

Not only has the National Labor Relations Board certified Local 50 as legal bargaining agent for Hollywood employees, it has also issued an order directing the company to enter into collective bargaining.

In the meantime, Hollywood Brands continues to work its employees under substandard wages, hours and working conditions.

Teamster General Vice President Frank E. Fitzsimmons in a recent statement in Washington, D.C., urged all of organized labor to join in the Hollywood boycott.

"The products of this company can be found in vending machines in many union plants, docks and establishments across the country. They are

found in supermarkets and in drug stores and are sold in concessions at neighborhood theatres.

"I urge all of organized labor to refuse to purchase the products of this company until it complies with the laws of the land. Even though ordered to enter into collective bargaining, the company refuses to do so. Can you imagine what would happen to a labor union if it refused to obey an order of the government?" Fitzsimmons asked.

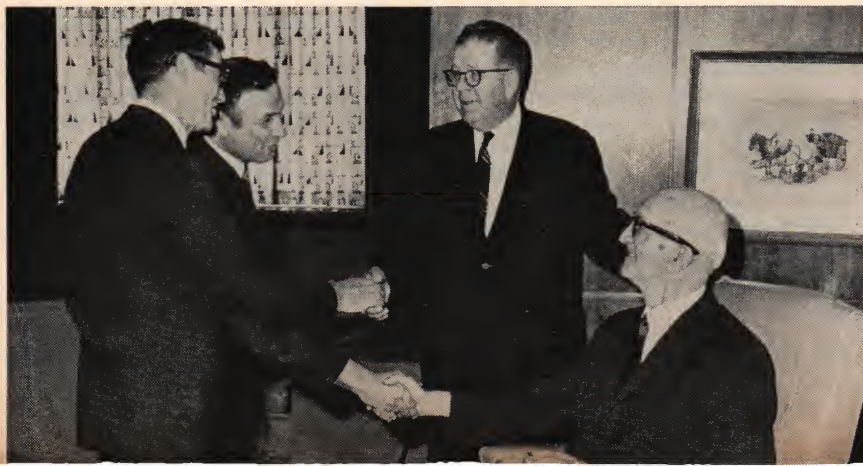
Fitzsimmons asked all Teamster local unions, its members and their families, and all of organized labor to join in the Hollywood boycott in an effort to bring union wages, hours and conditions to a group of employees who in a secret ballot election conducted by the government indicated an overwhelming desire for union status.

Hollywood candy bars are manufactured under the names of Big Pay, Big Time, Butter Nut, Hollywood, Milk Shake, Pay Day, Polar, Snow King, Teddy Bear, X Taffy Nut and Zero. They are easy to identify as most of them have a big star on the wrapper.

Refuse to purchase them.

Israel Bonds Purchased

Showing support for the trade union movement in Israel, General Vice President Frank E. Fitzsimmons and General Secretary-Treasurer John F. English, present a check for \$1,200,000 for the purchase of State of Israel bonds. The purchase was authorized by the Teamster General Executive Board at its recent meeting in Absecon, N.J. Receiving the check are Stanley Segal, Development Corp. for Israel (extreme left) and First Secretary of the Embassy of Israel Benad Avital. The presentation took place in Washington, D.C.



Fresno Local Wins Ruling By NLRB

G. P. Trucking Co., of Mendota, Calif., acted unlawfully, said the National Labor Relations Board in a recent decision, by discharging 3 employees because of their activity for Teamster Local 431 of Fresno, Calif., by interrogating and threatening employees and the wife of an employee, and by offering increased benefits if employees would not unionize.

The company, said the Board, also solicited employee signatures on a petition disavowing Local 431. Furthermore, the company president unlawfully promised a Christmas bonus and the "best insurance policy in the state" if the union did not become bargaining representative—but that if the union were selected, he would sell his trucks and use sub-haulers.

The Board ordered the employer to cease the unlawful conduct, and reinstate the discharged employees with backpay and interest.

Delayed Negotiations No Reason

Kentucky News, Inc., said the National Labor Relations Board in a recent decision, breached the Act by refusing to bargain with Teamster Local 89 of Louisville, Ky., certified representative.

Evidence established that the union originally was certified by the Board and during the next 5 months, the employer and the union met to negotiate a contract. No agreement was reached and it was conceded that there was a stalemate.

At this point, the company refused to hold further bargaining sessions. While the union took no action then, about 7 months later it sought to reopen negotiations, but the employer refused and contended it was no longer obliged to bargain because it had a good-faith doubt that the union still represented a majority.

The examiner rejected the company's defense for not bargaining and held that any new employees could be presumed to support a union in the same ratio as those whom they replaced.

Poverty Worker

Oakland Teamster Is Foreman For Youth Training Program

Tad Tweedle, a member of Teamster Warehousemen 853, is helping to combat poverty here by serving as a work experience foreman for a precedent-setting youth training program sponsored by the Alameda County Central Labor Council.

The \$1,589,800 U. S. Neighborhood Youth Corps Project is the first in the nation under a new Evaluation and Developmental Program of the Youth Corps.

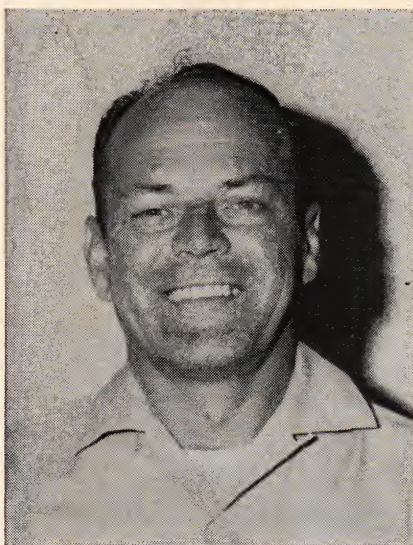
It has three phases: work experience, training, and placement. The 410 youths enrolled in the project are from low-income families from Oakland's poverty target areas. Most are school dropouts who have never held a regular job.

The Alameda County Central Labor Council was the first local labor central body in the nation to sponsor a youth training project under the War on Poverty in 1965.

The present project, approved earlier this year, is an outgrowth of the first one. Alameda County Central Labor Council officials felt they were doing only part of the job with their earlier project, which focused on work experience.

As in the earlier project, work experience foremen, each in charge of 12 youths, try to teach the importance of following instructions and safety regulations on the job, as well as punctuality and regular attendance.

When the youths show they have



Tad Tweedle

learned these things, they are promoted into training shops. Training is offered boys in welding, carpentry, and auto repair. Girls learn office machine operation and procedures.

Skilled workers in each of these fields are in demand in the San Francisco-Oakland Bay Area.

Directors John W. Gaines and Robert Heffley, Asst. Director, hope to move youths through the project rapidly enough so that up to 1,500 will be helped during the 52 weeks for which the project is funded by the Federal Government.

A placement supervisor has been

added to the staff of the project to help the youths find permanent jobs.

Welding instruction is given in both acetylene and arc welding.

Work experience projects are carried out in cooperation with public and non-profit community agencies. Most consist of light construction work.

Among community services projects have been:

- Construction of spectator facilities at Little League baseball parks.
- Remodeling of a community center.
- Repair work at the Oakland USO.
- Landscaping and repair at a training center for cerebral palsied children.
- Demolition of small structures at two parks.
- Painting and landscaping at the U. S. Naval Hospital.

Bad Faith Bargaining In Maryland

Sustaining the trial examiner, the National Labor Relations Board ruled recently that Martin White, Jr., Inc., of Baltimore, Md., bargained in bad faith with Teamster Local 311, certified representative.

The Board said the employer's bad faith was first shown by failure to give the union a copy of its financial statement although it claimed inability to pay increased wages which the union was then demanding.

Although the employer brought a financial statement to the fourth negotiating session after the union insisted upon it and allowed the union representative to look at it, the employer refused the union's request for a copy and would not let the union make a copy.

The employer's bad faith was also shown by its failure to submit counter-proposals as it had promised to clauses in the union's proposed contract with which it disagreed.

The case was complicated by the employer's death, but the Board concluded that this did not relieve the executor of the estate from bargaining duties. Accordingly, the company was ordered to cease the unlawful conduct and bargain with the union upon request if the company resumes operations in the Baltimore area.

Tad Tweedle, left member of Teamster Local 853, Oakland, Calif., is a staff member of the Alameda County Central Labor Council's Work Experience and Training Program, a \$1,589,800 U.S. Neighborhood Youth Corps project. Here he shows trainees, engaged in wrecking an old house to make way for park expansion, how to load lumber on a truck.



Unfair**Board Says Employer Wrong
In Pitting Father vs. Son**

Pitting a father against his son was in violation of the Act's prohibition against employment discrimination to discourage union membership, said the National Labor Relations Board in a recent ruling involving Teamster Local 12 of San Francisco.

Disagreeing with the trial examiner, the Board found that Goodman Lumber Co. discharged the son of another employee in an effort to combat organizing efforts by Teamster Local 12.

The son had joined 5 fellow workers in the lumber, hardware, and plumbing supply firm's warehouse in signing authorization cards for Local 12. The father, however, did not sign a card.

Shortly afterward, the company fired one worker and "disciplined" another with a 3-day layoff because of their support for the union, said the Board. Meantime, said the Board, the company utilized the father as

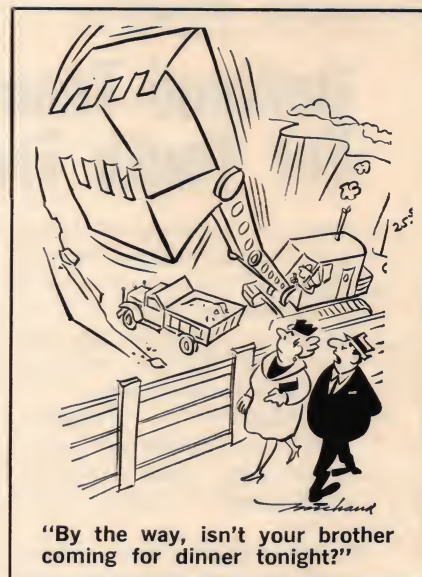
its agent in seeking to get the son to revoke his authorization card and resign from the union.

The Board said hearings disclosed that as the father carried out the employer's orders and applied "parental pressure," intense father-son quarrels resulted. "The wife and mother found home life almost unbearable; she threatened to leave," noted the Board. "The son refused to quit the union."

Eventually the son quit his job at the lumber firm as a result of "intolerable conditions resulting from the unlawful pressures exerted upon him" by the employer in the effort to coerce and restrain the son in his self-organizational rights.

The Board also ruled that the father, too, was coerced by an interrogation as to his union membership a few days before the hearing of the case.

Goodman Lumber Co. was ordered

**New Teamster Members**

In a recent National Labor Relations Board election, at Beach Products, Inc., Kalamazoo, Michigan, a paper specialty manufacturer, employees designated Teamster Local 7 as their bargaining representative. Shown here are a few of the 140 Beach employees. Jack Brand, Local 7 vice president, called the organizing victory a team effort and singled out International Organizer Chuck O'Brien, Michigan Conference of Teamsters Research Director Duane Johnson and Local 7 Business Agent Fred Randell for their work.

**Geography
Affects Case
In Texas**

Gulf Concrete Co. violated the Act, said the National Labor Relations Board in a recent ruling, by bargaining in bad faith with Teamster Local 968 of Houston, Tex., and by discriminatorily reducing the hours and pay of employees.

The company operated ready-mix concrete plants at Victoria, Bloomington, and Corpus Christi, Tex. Sustaining the trial examiner, the Board said that the company failed to bargain in good faith when he insisted on meeting in Corpus Christi rather than in Victoria, the appropriate location, and by failing to produce payroll data requested by the union.

Reprisals

The employer also was found guilty of threatening reprisals against employees for supporting Local 968, and by discriminatorily reducing their hours of work and thus their pay. The company also was guilty of interrogating workers and promising them benefits if the union was rejected as the bargaining representative.

Accordingly, the firm was ordered to cease the unlawful conduct, bargain on request with the union, and reimburse 6 workers for any loss of pay suffered by the work reduction.

No Guideline Here**Salaries and Bonuses Soar
For Industry Bosses in '66**

"1966 is beginning to look like a vintage year for executive pay," reported *Business Week* magazine in a recent issue.

The business-oriented publication said that an early sampling of proxies filed with the Securities & Exchange Commission reveals that executives who received pay increases in 1966 over their 1965 incomes outnumbered those who held their own by 2 to 1 and those who took a pay cut by 8 to 1.

Although salaries for all top executives were in the 6-figure area, *Business Week* reported that "additional compensation in the form of stock options, bonuses, and other incentive pay, continues to play an important part in the total package. Nine out of 10 presidents and chairmen got a significant part of their pay outside straight salary."

In some cases, executive pay hikes amounted to nearly 50 per cent which is a considerable cracking of the 3.2 to 5 per cent guideline postulated for

wage earners by the Administration.

C. B. Burnett, president of Johns-Manville Corp., for example, is probably the national leader in terms of pay increases during 1966. In 1965 he received a salary of \$126,800 plus \$16,799 in additional benefits. His take zoomed to \$150,000 in salary and \$61,224 in other compensation in 1966. That's a 1-year pay hike of 47 per cent.

Some other bosses of well-known industrial combines did pretty well with their salaries and compensation also in 1966 as compared with 1965:

—R. S. Stevenson, president of Allis-Chalmers, went from \$121,000 to \$146,478—an increase of better than 21 per cent.

—William A. Hewitt, chairman of Deere & Co., went from \$206,537 to \$247,945—an increase of better than 20 per cent.

—John D. Harper, president of Aluminum Co., of America (ALCOA) who recently announced profit increases of 40 per cent for his company over 1965 and characterized "modest" price increases on ingots as

needed to offset rising labor costs—all in the same breath—increased his 1965 income of \$240,000 to \$286,000 in 1966. The personal pay hike gain was nearly 20 per cent for Harper.

Some other "hardship" cases in 1966 included another industrial baron who complained not too long ago about "rising labor costs"—Frederick G. Donner, chairman of General Motors. His total income fell off almost \$35,000 in 1966 from his 1965 income. But last year he still grossed \$790,000.

Business Week, which makes an annual survey of management wages, hastened to assure readers that despite some of the big boosts for the bosses, the average gain in many industries was "modest, failing for example to reach the 3.2 per cent guideline level frequently topped by employees further down the line."

This was small solace for the wage earner who may have exceeded the guidelines to reach perhaps an income of \$6,000 or \$7,000 a year.

● Warehousemen

A majority of the warehousemen working at Mercury Motor Express, Inc., in Orlando, Fla., voted for representation by Teamster Local 385 in a recent National Labor Relations Board election, according to J. M. Floyd, Local 385 secretary-treasurer.

**'Surface'
Bargaining
Rejected**

Sustaining the trial examiner, the National Labor Relations Board ruled recently that Borg Compressed Steel Corp. of Tulsa, Okla., violated the Act by bargaining in bad faith with Teamster Local 523, certified representative.

The examiner concluded that the company had engaged in "surface" bargaining with no sincere desire to conclude a final and binding contract with the union, based on the following: The employer's dilatory actions; the fluctuating authority of the employer's negotiator; the employer's deceiving position on union security; and, the employer's refusal to sign a contract containing terms and conditions of employment that both parties had agreed to.

Accordingly, the company was ordered to cease the unlawful conduct, and bargain with the union upon request or execute the oral agreement to be effective for 3 years.

Cabinet Officer Visits

Secretary of the Department of Transportation (3rd from left) recently made a 2-day visit to the State of Washington where he visited with Teamster officials and others. He is shown here as he conferred with State Democratic Party Chairman Robert Kull; Don V. Ellis, president of the 50,000-member Washington State Joint Council of Teamsters No. 28; and Mrs. Jeanette Williams, chairman of the King County Democratic Central Committee. Boyd had high praise for Teamster efforts in electing the present Congressional delegation from Washington.



This painting was exhibited at the Teamster show by Stephen Orlando, a member of Local 831.

In New York City

Second Annual Art Exhibit Shows Teamsters Improve

The Second Annual Art Exhibition at the Teamster Art Center sponsored by Teamster Joint Council 16 in New York City recently showed beyond doubt that members taking advantage of the cultural activity have improved their skills in the year since the initial exhibit.

During the past 2 years more than 100 members of Teamster local unions affiliated with the joint council have taken advantage of the twice weekly art classes made available to them.

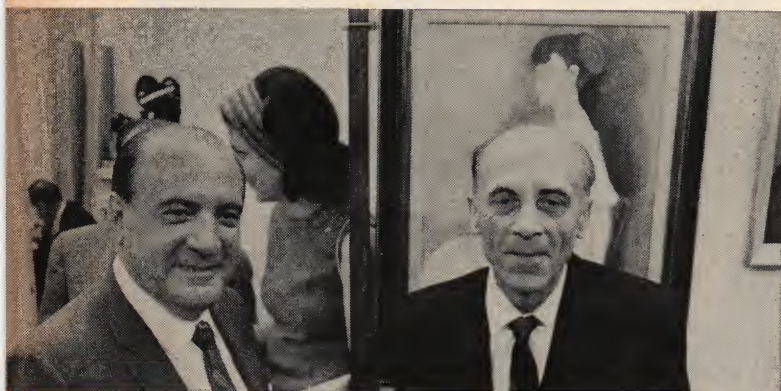
International Vice President Joseph Trerotola, head of the joint council, was one of the most enthusiastic

admirers of the paintings and sculpted works created in many instances by men who briefly exchanged their diesel talent for easel talent.

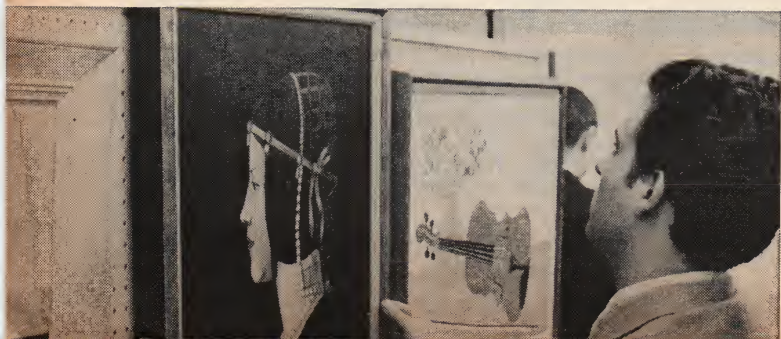
Typical of the Teamsters studying art was Ed Hayward, a driver for the Wander Iron Works in the Bronx. He started taking the art lessons to relax after jockeying through the perpetually snarled New York City traffic.

Hayward commented: "It's the greatest thing that ever happened to me in my life. I lose myself completely in my painting and forget the driving strains."

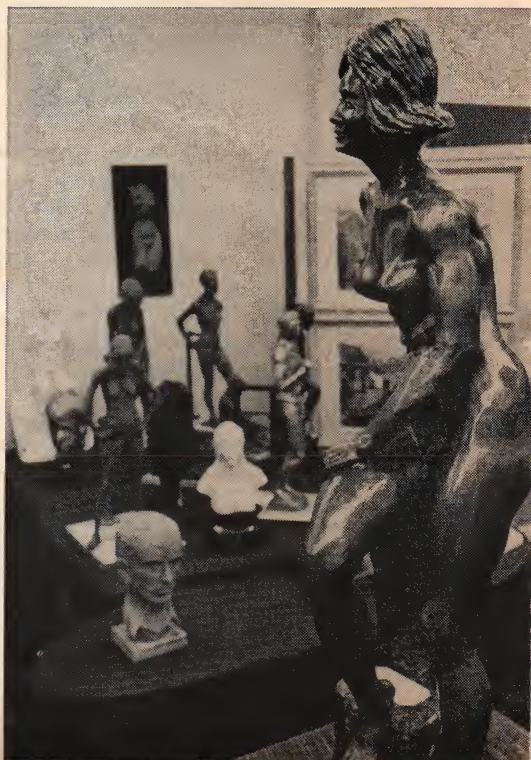
Teamster John Bertolini, who attends classes at the Teamster Art Center, created the bronze nude shown here.



Teamster Joint Council 16 President Joseph Trerotola congratulates John Bertolini, a member of Teamster Local 757, on the sculpture he exhibited at the council's 2nd annual Teamster art show.



Joseph Thelen, a member of Teamster Local 272, adjusts his painting—his first effort as a student at the Teamster Art Center where he studies twice a week after work.



**For
Your**

Information

● Teamster Organizing

One of every 6 workers eligible to vote in all National Labor Relations Board single-union representation elections during May, balloted in favor of a Teamster local union.

NLRB statistics for the month show there were a total of 15,433 workers going union in single-union balloting and 2,547 became Teamsters Union members.

Altogether, Teamster affiliates took part in 194 of the 670 single-union elections during the month for an average of nearly 29 per cent. Similarly, Teamster affiliates won 105 of the 382 single-union ballots won by all unions—more than 27 per cent.

● Jobs by Computer

The Department of Labor has awarded a \$3.2 million contract to a Philadelphia firm for development of automatic data-processing systems to match jobs, training opportunities, and job seekers for state employment services.

Model computer systems will be designed and first put into use in Michigan, Florida, and Utah. A similar system will be designed and established for the New York metropolitan area.

Once the model systems are working, says the Labor Department, consideration will be given to installation in the remaining states.

● Labor Costs and Profits

Government statistics show that after-tax profits in the 1960-65 period increased from \$26.7 billion to \$44.5 billion annually, a phenomenal 67 per cent gain.

Unit labor costs in the same period—including all fringe benefits and wages paid in production and maintenance occupations—decreased by 4.2 per cent.

Greater output per man-hour caused the amount paid to workers for each unit of production to drop.

● Doctors Reject AMA

In a joint statement issued recently, the heads of 3 national medical organizations said:

"It is now apparent that the American Medical Assn. plans to continue its futile opposition to what has clearly been mandated by the American public—federal support for medical research, medical education, hospitals, medical insurance for the elderly, programs for the medically indigent, and planning for community health care."

The statement came after the newly-elected head of the AMA indicated he would continue to lead the organization in opposition to Medicare. The

dissident medical leaders were from the Medical Committee for Human Rights, the National Medical Assn. and the Physicians Forum.

● Phony Honors

An unusual and growing business in the nation is that of bestowing honors upon businessmen for a price.

Complete with a plaque or small trophy, businessmen may buy their "election" to several different types of institutes and halls of fame that "honor" their executive ability.

For example, there is a *National Register of Who's Who, Inc.*, and anybody with \$10 is a prospect for listing in the register. But it has no connection with the famous *Who's Who in America*, which doesn't charge listees anything.

● 200 Million in U. S.

Federal statisticians now believe the population of the United States is nearing the 200 million mark.

In 1960, the census figure was more than 179 million and 5 years later stood at an estimated 193 million. But a recent conference on social statistics concluded that more than a million and a half persons were missed in the 1960 count, particularly in the big cities.

Projecting the normal birth rate for the population each year, and adding the "lost" citizens to the total count would bring the population to around 199 million by the end of 1967.

● More Sales Tax

Iowa and Illinois have increased their sales tax levies, thus adding still more burden on the wage earners in those states.

Iowa's sales tax was increased to 3 per cent from 2 per cent effective Oct. 1st. In addition, the levy was broadened to include a wide range of services not previously covered.

Illinois upped its sales tax to 4¼ per cent from 3½ per cent effective last July 1st. The law also allows communities to enact sales taxes, thus boosting the possible combined rate to 5 per cent.

● Tire Standards

Safety standards for all types and sizes of new passenger car tires have been proposed by the Federal Highway Administration to take effect next Jan. 1st.

The standards would require, if unchanged, that new cars be equipped with tires suitable for the fully loaded weight of the vehicle and that rims

be able to hold a flat tire firmly enough to permit a safe stop by controlled braking action at speeds up to 60 miles an hour.

A major feature of the standards is elimination of the currently used "ply rating" on which definitions vary. Instead, standards based on maximum permissible inflation pressures related to test loads for the particular tire and car concerned.

● NAM and Clergy

The National Assn. of Manufacturers has begun a campaign to place its propaganda newsletter, "Dateline," into the hands of the nation's clergy.

As the NAM explains, "The newsletter is now being distributed free to several thousand clergymen in every state." The reason, says the NAM, is to give them "a better understanding of the business community—its functions and its goals."

This is necessary, says the organization composed of business barons, because too many clergymen "know all too little about economics or the working of the business system."

● First Quarter Tonnage

The volume of intercity freight transported by truck during the first quarter of 1967 was a slight 0.7 per cent above the corresponding quarter for 1966, according to a survey by the American Trucking Assns., Inc.

Data based on the operations of 2,178 intercity common and contract motor carriers of property showed that 5 of the 9 geographical regions reflected increased tonnage over the first quarter of 1966.

Middle Atlantic carriers registered a gain of 6.4 per cent. Other gains—Midwestern, 4.2 per cent; Rocky Mountain, 2.3 per cent; Northwestern, 1.9 per cent, and Southwestern, 1.8 per cent. All others experienced decreases.

● RTW Goes West

The National Right to Work Committee recently announced the incorporation of "Californians for Right to Work," with headquarters in Oakland.

It is the first step in a new campaign to impose the compulsory open shop in California. Voters in that state rejected a right-to-work proposal in 1958.

Reed Larson, national RTW head, disclosed who would actually pull the strings in the campaign when he said the parent body will maintain a "close working relationship" with the California group.

● Progress and Poverty

The State of Virginia proudly announced recently that 31 new plants had located or announced plans to locate in that state during the second quarter of 1967.

Since the beginning of the year, 73 new plant locations have been announced for the state and another 50 firms announced plans for expansion. The added industry will boost the state's employed by an estimated 7,500 workers.

The key to Virginia's industrial boom is that it

is a so-called "right-to-work" state where a third of a million manufacturing workers as of last March were earning an average of \$2.26 an hour—just a mite above the poverty level.

● Yellow Dog Revived

"Yellow dog" contracts—in which workers sign an agreement with an employer to not join a union as a job condition—have been revived with a new twist in New Jersey.

This time employers are distributing forms to their farm workers to keep union organizers away from the fieldhands. Here's how the new yellow dog reads:

"I, (employee's name), understand that the land owned by my employer, (farmer's name), is private property and I agree not to invite or receive any guests or visitors on (farmer's name)'s property unless I obtain written permission at least one day in advance. If I should receive an unexpected visitor, I will notify my employer immediately, and will ask my visitor to leave if my employer does not grant permission for him to stay. I understand that the issuance of visitors' permits is in the sole discretion of my employer, and I agree to accept his decision.

Signed: (employee's name)."

● Hospital Shortage

More than one-third of existing general short-term hospital beds in the United States are functionally or structurally obsolete and need to be modernized or replaced, according to U.S. Surgeon-General William H. Stewart.

Stewart, providing a report on a proposed bill to establish \$58 million in emergency funds to help 143 critically inadequate hospitals, told Congress that state agencies report that 3,327 of the 6,716 existing general hospitals have 272,000 beds requiring improvement.

The surgeon-general added: "Determining the needs of a community or area for health service facilities and services is the most serious and difficult problem in the health field today."

● Freight Rates

Government farm officials predicted recently that \$130 million of the \$300 million freight rate increase given the railroads will be passed on to the nation's farmers and housewives.

Agriculture Department officials expressed extreme disappointment over the ruling by the Interstate Commerce Commission approving the rate hike.

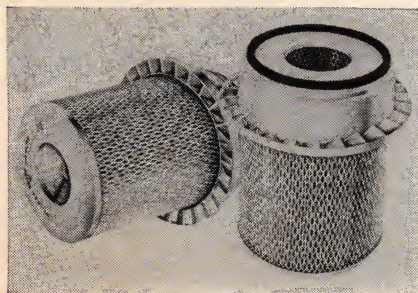
Nearly half the increase will affect the cost of transporting food goods and the result probably will be higher food prices to consumers and lower prices to farmers, officials said.

The ICC action could also lead to price increases on a wide range of other consumer goods, they predicted.

WHAT'S NEW?

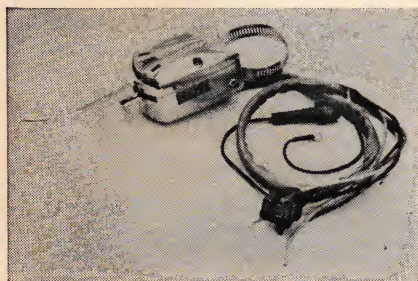
Ratchet Handle

The difficulty of raising a 40,000-pound load has been cut drastically by a new adjustable ratchet crank. It adjusts to 4 inches longer than the conventional handle for added leverage and contracts to a minimum of 4 inches for lowering. Construction of the handle permits operators to apply force in any position that gives the greatest leverage. It is permanently sealed, made of cadmium plated, hardened steel and will not freeze or rust in service.



Hazard Warning

A new switch assembly, designed for replacement installation on trucks and buses, houses all signalling controls in a single unit. A positive-locking pushbutton on the turn signal device activates the hazard warning circuit and these lights are cancelled



by pushing the turn signal lever upward. The die-cast unit is available in grey or chrome plate finishes and is pre-wired for easy connection in any seven wire system. A stainless steel worm clamp, furnished with the switch, permits quick, easy mounting on the steering column without drilling holes.

Air Filter

A new two-stage heavy duty air filter incorporates an all-steel protective shield, fan and cover in one piece. According to the manufacturer, this new development overcomes a number of basic limitations of the conventional plastic fan. The steel assembly is more rugged and less susceptible to damage in shipping, in stock, in installation and in service. There is no danger of cuts or scrapes during handling. In addition, the constant pitch of the all-steel blades assures uniform centrifugal air flow for positive rejection of the heavier contaminants for the life of the filter. Other features of the new filter include heavy weatherproof construction, exclusive design body clips, greater capacity and extended filter life.

Air Foil

A new plastic air foil, mounted on the roof of a tractor, is said to reduce air drag by as much as 21% by deflecting air upward and over the trailer. After tests some years ago proved that the gap between tractor and trailer seriously increased the air resistance of the combination, experiments with air foils were conducted. This one is made of lightweight fiberglass-reinforced plastic with steel frame supports. It can be installed with only eight bolts and its mounting plates reinforce the roof of the cab.

Starting Aid

A new starting aid for diesel and gasoline engines is now available. It will start engines in cold weather, with low batteries, if the engine has been down a long time or if the compression is poor. The driver pushes a button inside the cab and a pre-meas-

ured amount of vaporized fuel is injected into the intake manifold under high pressure. The starting system cylinder holds approximately 200 fuel injections and is disposable.

Folding Sleeper

A new collapsible sleeper folds up into a 5-inch space behind the cab when not in use. Folded, it measures 5 inches deep, 26 inches high and 80 inches wide. When it is opened, the 85-pound fiberglass bunk measures 28½ inches by 32 inches by 80 inches. The sleeper is supported by a full-length rustproof piano hinge.

Door Signs

Self-adhering weather-proof door signs are new products on the market which conform to the contractor's own wording and layout. They are made of pressure-sensitive vinyl or mylar and can be applied in minutes with no truck downtime. They come in one size, 18 by 25 inches, and three colors, white or yellow vinyl or clear mylar. These signs will not wrinkle or buckle and are resistant to oils, solvents and acids. The standard vinyl combinations consist of white or yellow lettering on any one-color background, or any one color of lettering on a white or yellow background. Mylar combinations consist of any one color printed on a transparent background, giving the sign a painted-on look.

WHAT'S NEW endeavors to keep our readers informed of late developments in fields in which they are interested. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.



LAUGH LOAD

That's Plenty

The astronomy professor was lecturing.

"I predict the end of the world in fifty million years."

"How many?" cried a frightened voice in the rear.

"Fifty million years."

"Oh," said the voice with a deep sigh of relief, "I thought you said fifteen million!"

Close Bargainer

His friends in the mountains say that Uncle Ben, a very cautious and frugal old man, put on his new suit of clothes one day and went down to have a look at Chattanooga.

As he was looking, a red-nosed stranger approached, asking, "Will you give me a quarter for a sandwich?"

Uncle Ben gave him a good looking-over.

"Lemme see the sandwich first," he said.

The Thrill Is Gone

She: Why not kiss me on the back of the neck like you used to?

He: Why not wash it like you used to?

That Figures

The little woman had spent the whole afternoon, and made a real effort to balance her checkbook. When her husband came home, she handed him four neatly typed sheets, with items and costs in their respective columns. He read them over carefully: "Milkman, \$11.25, cleaners, \$4.67, etc. Everything was clear except one item reading ESP, \$24.49."

Warily he asked, "What does ESP mean?"

She explained, "Error some place."

Card, Wasn't He?

The famous psychologist had finished his lecture and was answering questions.

A meek little man asked: "Did you say that a good poker player could hold down any kind of executive job?"

"That's right," answered the lecturer. "Does that raise a question in your mind?"

"Yes," was the reply. "What would a good poker player want with a job?"

Classified Ad

Something to think about—Want-ad in a newspaper reveals this short story: "If John Doe, who deserted his wife and child 21 years ago, will return, the said child will knock the living daylights out of him."

All Right, Fall In!

Sergeant: I suppose, when you get out of the army, you will be waiting for me to die so you can spit on my grave.

Rookie: No, sarg. After I shed this uniform I never want to stand in line again.

Filling the Blanks

While filling out a job application blank, a man came to the question: "Have you ever been arrested?" His answer was, "No."

The next question, asking "Why?" was meant for those who answered the first part in the affirmative. Nevertheless, the applicant answered it with, "Never got caught."

Shorter Hours

"I'd be willing to work fifteen hours a day for you, darling!" he ardently pleaded.

"Scab!" she hissed, as she swept from the room, for her papa was president of the local.

Past

Teacher: "What tense is 'I am beautiful?'"

Pupil: "Past."

Not Worth Saving

A man was perched atop a building in Atlanta, and it looked like an attempted suicide. A policeman made his way to the building roof to persuade him not to jump.

"Think of your maw and family," pleaded the cop.

"Haven't any."

"Well, think of your girl friend."

"I hate women!"

"All right," said the policeman desperately, "think of Robert E. Lee!"

"Who's he?"

"Go on and jump, you dirty Yankee!"

Three Blind Mice

The visitor stopped by a group of three men and asked the way to the public library.

"Public library?" asked the first man. "Why, yes. You turn down the next corner to your left—"

"Oh, no, you don't!" said the second man. "You take the second corner on the right—"

"Don't be crazy," said the third man. "If you keep straight you'll run into it."

At that moment a policeman appeared. "Here you," he said brusquely, "move along there; you're obstructing the entrance to the public library."

Three Strikes

There had been an auto accident. The policeman started to take notes.

"Look here," said one of the drivers angrily, "I had the right of way. This man ran into me. Now you say I was to blame."

"And you certainly were," insisted the cop.

"But why?"

"Because his father is mayor, his brother is a police inspector, and I'm going to marry his sister."

Doggone Sure

Little boy talking to his mother: "I ain't afraid of going to the hospital, Mother. I'll be good and take my medicine, but I ain't going to let them palm off a baby on me like they did on you. I want a pup."

An expert is someone who knows no more than you do, but who has it better organized and uses slides.

FIFTY YEARS AGO

in Our Magazine

Vol. XIV

(From the August, 1917, issue of the TEAMSTER)

Number 8

A Pathetic War of Machines In The Air

An Englishman Downs A Hun Bird



HE sky was a shining blue. The air was still. The warmth of summer brooded over the land.

But no bird's song broke the stillness. No bees fluttered over flowers. The earth lay torn and bare. In deep brown furrows of the earth hundreds of restless men lay or knelt or stood.

The land was vibrant with living silence. But now and then a gigantic smashing roar broke the tense stillness. Then in some spots the ground spit forth masses of dirt, a soldier's helmet, a tattered rag of uniform, and bits of human body.

It was after such a blast that a great winged object came speeding from the north. It skimmed low over the trenches and dipped, and circled and paused above the English line. Like a great eagle it seemed about to rush to earth, snatch its prey, and then be off. But as it hung suspended, another whirling monster flew from the south. It winged its way above its rival, then turning, plunged downward. The great cannons grew silent. The eyes of the pigmies in the trenches gazed skyward. A breathless tenseness gripped the earth. Only sun and sky shone on with no whisper of the mad fight of these two winged things.

For a few wild moments they rushed at one another. Then the bird with wings of white rose high, turned back, and plunged again upon the creature marked with huge, black crosses.

It missed its prey, but there came a cracking sound. A puff of smoke, like a hot breath, burst from the bird of the iron

crosses. It shuddered, dropped, turned, and fell head down. With sweeping curves the pursuer also came to earth. A lean, young Englishman sprang from the whirring engine. His body quivered with excitement. He sped with running feet to the broken object lying on the ground. He knelt by the twisted mass. Beneath the splintered wood and iron he saw a boyish figure. It was still and motionless. He gently pulled the body out. A fair young German lay before him. A deep gash in the head showed where a blow had brought instant death. The body was straight and supple, the features clear cut and clean. A boy's face with frank and fearless brow looked up at the young Englishman. The eyes held no malice. They were full of shocked surprise. The brown-haired lad felt the lifeless heart. A piece of cardboard met his fingers. He pulled it from the coat pocket. It was a picture—a picture of a woman—a woman with gray hair and kindly eyes—a mother whose face was lined with patient suffering. Scrawled beneath the portrait in boyish hand were the words, "Meine Mutter."

GETTING NO BETTER FAST

If a dollar's worth of food, bought in 1907, weighed the market basket down ten pounds, in 1916 that dollar purchased only a trifle more than seven pounds. The retail price of food jumped 39 per cent in 1916, as compared with 1907, according to the Bureau of Labor Statistics in the United States Department of Labor.



SOMEWHERE IN FRANCE, ground crew and pilot start preparations of a veteran Voisin Observation/bombing craft for operations against the Germans.

Preparations For A Long War Underway

THE trend of the actions of our government at the present time seems to be preparation for a long-continued war. All indications point to a continuation of the conflict for two or three years to come. Our country will not be actually prepared to fight until next spring, although we will undoubtedly have men on the fighting line long before then. The registration of men between the ages of 21 and 31 shows that nearly ten million men have registered. Out of this number it is believed that five million will be eligible for service. About one year from now we will, perhaps, have an army of 1,500,000 men fighting in Europe. England and the United States will have to do most of the fighting. France has given up almost all she has and is almost worn out insofar as men are concerned. Russia will not be reorganized or be in a position to do any great fighting for at least two years. England has about five million men now under arms. Conditions at

this time point to a long struggle although at any time sudden changes may take place. But our nation cannot escape as it looks today without offering up the blood of hundreds of thousands of our men. We will also be called upon to finance the war and to help support the countries with whom we are allied. As time goes on this work will become more severe. Maintaining our own large army on a foreign field will be no small problem, but in addition to this we will be called upon to help to feed, to clothe and to equip the other armies because the countries engaged in the war with us have been taxed to their utmost during the past two or three years.

But even with all this we are sure to be victorious in the end. Conditions look better now than they did a short time ago. The submarine warfare with which Germany expected to clean up her enemies is not quite as severe as it was a short time ago. It is on the wane.

TO THE PUBLIC AND CONSUMERS:

PLEASE DON'T BUY



ARE YOU BUYING CANDY FROM AN UNFAIR
MANUFACTURER AT ONE OF THESE PLACES?



VENDING MACHINES



SUPERMARKETS



NEIGHBORHOOD MOVIES

Hollywood Brands, Inc., refuses to bargain with Teamster Local 50 even though its employees overwhelmingly voted for Teamster representation and even though the government has ordered it to bargain with Local 50. Some of the brands of candy manufactured by **Hollywood** are:

Big Pay—Big Time—Butter-Nut—Hollywood—Milk Shake—Pay Day—Polar—Snow King—Teddy Bear—X-Taffy Nut—Zero—Also: Combination specials—Sunday and Tuesday.